

# PORT OF NEWCASTLE 2022 SUSTAINABILITY REPORT



# ABOUT THIS REPORT

Port of Newcastle (PON) is committed to annual sustainability reporting. The Global Reporting Initiative (GRI) Standards were used in compiling this Sustainability Report. The report has been prepared in accordance with the GRI standards GRI: Foundation 2021. It relates to Port of Newcastle's operational performance within the Port State Environmental Planning Policies (SEPP) Boundary for the 2022 calendar year and contains Standard Disclosures from the GRI Sustainability Reporting Guidelines. A list of the Standard Disclosures and their location in this report is available in the index located on our website [www.portofnewcastle.com.au](http://www.portofnewcastle.com.au). There have been no significant changes in the material topics and report boundaries from previous reporting periods. The most recent previous report was prepared for the 2021 calendar year.

Energy and emissions data reported on in this report from 2019 to 2022 have been subject to third party review and assurance provided by DNV.

**This report has been independently reviewed against the GRI Standards by DNV.**

**Headquarters:** Level 4, 251 Wharf Road Newcastle NSW 2300

# TABLE OF CONTENTS

## 6 CRAIG CARMODY CEO

- 8 2022 HIGHLIGHTS
- 10 PERFORMANCE AND TARGETS

## 12 COMPANY OVERVIEW

- 16 PON GOVERNANCE
- 18 ETHICS & INTEGRITY
- 18 FRAUD, BRIBERY & CORRUPTION
- 20 ZERO TOLERANCE FOR DISCRIMINATION
- 21 KEY BUSINESS RISKS AND OPPORTUNITIES
- 21 STAKEHOLDER ENGAGEMENT
- 22 MATERIALITY
- 23 OUR COMMITMENTS
- 24 SUSTAINABLE DEVELOPMENT GOALS

## 28 OUR PEOPLE

- 28 VALUE BASED ORGANISATION
- 30 OUR EMPLOYEES
- 32 DIVERSITY & INCLUSION
- 34 GENDER PAY EQUALITY
- 34 NEW EMPLOYEE HIRES
- 34 EMPLOYEE TURNOVER
- 36 WOMEN IN PORT OF NEWCASTLE
- 39 ENGAGING WITH OUR PEOPLE
- 40 DEVELOPING OUR PEOPLE
- 42 MODERN SLAVERY
- 42 SUPPORTING OUR PEOPLE
- 44 WORKPLACE GIVING
- 44 WORKPLACE HEALTH & SAFETY
- 46 SAFETY STRATEGY

## 48 OUR PLANET

- 50 ACTIVE ENVIRONMENTAL MANAGEMENT
- 53 WASTE MANAGEMENT
- 57 CLIMATE CHANGE
- 59 ENERGY USAGE
- 60 CARBON FOOTPRINT
- 61 NET ZERO
- 62 SBTi TARGET PERFORMANCE
- 64 WATER USAGE
- 67 BIODIVERSITY
- 69 BIOSECURITY

## 70 OUR PROSPERITY

- 73 DIVERSIFICATION PROJECT STATUS UPDATE
- 76 SUSTAINABILITY FINANCING

## 78 OUR PARTNERSHIPS

- 81 NEWCASTLE JETS
- 83 YOUR PORT, OUR COMMUNITY SPONSORSHIP PROGRAM



# ACKNOWLEDGING OUR ABORIGINAL HERITAGE

At Port of Newcastle we acknowledge the Traditional Custodians of the land and waters on which the Port of Newcastle operates, the Awabakal and Worimi People, and pay respects to all Elders past, present and emerging.

Port of Newcastle operates within the Mulubinba area, named as such from an Indigenous plant and meaning the place of sea ferns. Daily, commercial vessels visiting the Port pass by Whibayganba (Nobby's Headland) and travel along the Coquun (Hunter River) to their berth destination.

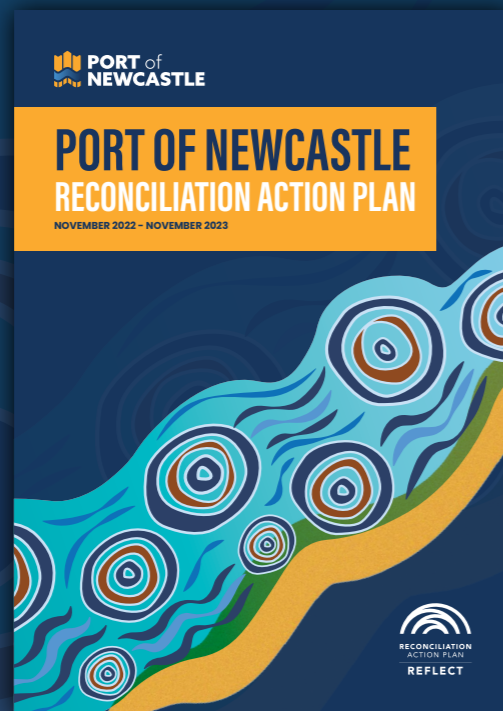
Port of Newcastle is committed to building stronger relationships with its local Aboriginal communities. Reconciliation to Port of Newcastle means the understanding and recognition of Australia's traditional owners in what we have done, what we will do and the role we play in our community.

It is about creating a safe place for past, present and emerging Traditional Owners who work with and for the Port and ensuring that future generations are set up for success. It is recognising our connection to the local Indigenous peoples and our connection to the land and waters on which we operate.

Through our role as a community and industry leader, Port of Newcastle works to meaningfully engage with stakeholders across the Newcastle and Hunter Regions as well as across regionally NSW. We are committed to engaging with our local Land Councils to build relationships and ensure we meet the needs of the Traditional Owners and their communities.

We will engage with critical employers in our region, including our tenants, other industry leaders and the Newcastle City Council to support Port of Newcastle's reconciliation efforts and actions. We will engage with education providers at all levels, including schools, TAFE and the University of Newcastle to support our region's future Indigenous leaders to provide opportunity for meaningful and long-lasting impact. We will share our journey with and be accountable to our stakeholders.

We are committed to continuous progress and improving relationships. In 2022, Port of Newcastle had their Reflect Reconciliation Action Plan (RAP) endorsed by Reconciliation Australia. This represents a significant milestone in our journey as an organisation towards meaningful, impactful action.





# CRAIG CARMODY CEO

Following the peak of COVID-19, just as the world was returning to some sort of normality, we experienced another rare phenomenon. The La Niña weather event entered a third year, which has only occurred two times previously in the past 50 years. The impacts of this weather were significant, often back-to-back weather events, coupled with major flooding saw our trade volume decrease overall.

As the saying goes, there will always be sunshine after the rain.

For Port of Newcastle, that sunshine came in the form of our diversified trade results, along with some significant political achievements that will propel our diversification strategy.

Despite the year being impacted by weather, our wheat exports were the second highest on record at over two million tonnes, over 470,000 tonnes of meals and grain were exported, and our general cargo exports rose over 110 percent, with 160,000 tonnes leaving our port. Coupled with our strong diversified trade results, our intent of diversifying into container trade took a significant step forward, with the Port of Newcastle Extinguishment of Liability Act becoming law. Following all the requirements of the legislation being met and agreed to, Port of Newcastle will move forward with plans to develop the \$2.4 billion Newcastle Deepwater Container Terminal.

Our Clean Energy Precinct also received a funding boost, with the Commonwealth Government committing \$100 million to hydrogen readiness, turbo charging our plans to

prepare land infrastructure and meet our aim of hydrogen and ammonia production by 2025.

Port of Newcastle's commitment to diversification is evident in our Environmental, Social and Governance (ESG) strategy and target driven results. We once again improved our Global Benchmark for Real Assets (GRESB) score, rising from 92 to 95, maintaining our 5-star rating, a sign we are continually striving to improve, with the long term target of achieving net zero by 2040. In 2023 we will host the GreenPort Conference Oceania, the first time this conference has been held outside Europe.

With trade value worth over \$70 billion in 2022, and operations at the port underpinning almost 9,000 full-time equivalent jobs\*, we have a responsibility to our region, the state and nation to be efficient and globally competitive, now and into the future.

At Port of Newcastle we pride ourselves on not just talking about what we can do, but in taking action, and to date we have made great inroads in delivering against our ambitious environmental, social and governance targets and objectives.

The future is exciting for Port of Newcastle. Diversification, ESG and supporting our community and economy are our priorities.

“ We pride ourselves on not just talking about what we can do, but in taking action, and to date we have made great inroads in delivering against our ambitious ESG targets and objectives.

\*Based on HoustonKemp 2020 Economic Impact report





# 2022 HIGHLIGHTS



Increased our SBTi target to a 1.5°C scenario and reduced scope 1 and 2 GHG emissions in line with our SBTi approved target



95 GRESB rating achieving 5 stars for the 4th year in a row (up 3 points)



DCN Shipping 2022 Industry Awards  
Winner – Environmental Award  
Finalist – Port of the Year  
Finalist – Seafarers Welfare Award



Total Recordable Frequency Rate (TRFr) Score of 3.32



Increased gender diversity with 31.8% female employees



Sustainability Advantage Silver membership














Reflect Reconciliation Action Plan endorsed by Reconciliation Australia



Became signatory to the UN Global Compact

**PERFORMANCE AND TARGETS**

	UN SDG ALIGNMENT	TARGET	PERFORMANCE
<b>GREENHOUSE GAS EMISSIONS AND ENERGY MANAGEMENT</b>		Reduce absolute Scope 1 and 2 GHG emissions in line with our Science Based Targets Initiative (SBTi) approved target (1.5°C, 2030 scenario)	Our SBTi target was approved in 2021 and in 2022 we increased our target in line with a 1.5°C scenario. We significantly reduced our CO2e emissions by extending the scope of our renewable power purchase retail agreement with Iberdrola to ensure we have enough Large-Scale Generation Certificates to cover all our operational electricity needs. As at December 2022, our Scope 1 and 2 emissions are well below our SBTi approved target level.
		Secure an SBTi approved target for our Scope 3 emissions	Our Scope 3 baseline emissions have been measured and we are aligning our Scope 3 2040 target with SBTi.
		Transition entire vehicle fleet to electric by 2023	The majority of the Port's vehicle fleet is now electric with the remaining three vehicles to be transitioned when appropriate vehicles are available in Australia.
		Achieve Net Zero by 2040	The Net Zero target by 2040 has been approved by the Board and the Port is on track to achieve this target.
		Measure and quantify the climate related risks and report using the TCFD framework	Climate related risks and quantification of risks undertaken in line with TCFD framework (see climate change section of this report).
		Measure and quantify the natural resources risks and opportunities for PON using the TNFD framework	Target set for for 2023 and beyond
	<b>EMPLOYEE HEALTH AND SAFETY</b>		Measure and report on the health and safety of our employees
		Offer at least 12 mental health first aid courses to PON employees. Set and maintain minimum ratios of accredited employees for each division	In 2022 Port of Newcastle provided 17 Mental Health First Aid courses to its employees and achieved the ratio commitments for accredited first aiders in each business division.
<b>DIVERSITY AND INCLUSION</b>		Measure and report on the percentage of employees that are women	See Diversity & Inclusion section of this report
		Measure and report on the percentage of employees that are Aboriginal or Torres Strait Islanders	See Diversity & Inclusion section of this report
		Provide a minimum of two Aboriginal or Torres Strait Islanders internship opportunities and create a safe environment that supports the intern to achieve completion	The Aboriginal and Torres Strait Islander internship program was rolled out in 2022 with the provision of two internship opportunities. We will work with our partners at University of Newcastle to continue the internship target for 2023 and beyond.
		Have our Reflect RAP endorsed by Reconciliation Australia and work towards the preparation of the Innovate RAP.	Reconciliation RAP has been endorsed by Reconciliation in 2022. The RAP working group is committed to preparing the Innovate RAP in 2023.

	UN SDG ALIGNMENT	TARGET	PERFORMANCE
<b>PROCUREMENT</b>		Continue to screen 100 per cent of our suppliers for Modern Slavery Risk	We have subscribed to Informed365 and have screened 100 per cent of our current suppliers for Modern Slavery Risk.
		Engagement of Indigenous suppliers in alignment with our Reflect RAP	This action was identified during the preparation of the Reflect RAP and we will seek to use Indigenous procurement throughout 2023 and beyond.
<b>DEVELOPMENT</b>		100 per cent employee completion of cultural awareness training by December 31, 2023	Cultural Awareness training will be offered to all staff in the first quarter of 2023.
		100 per cent employee completion of the ESG training suite by December 31, 2023	As at December 2022 93% of the staff have completed the ESG training suite.
<b>BUSINESS TRANSITION</b>	  	Increase percentage of diversified trade revenue to reduce revenue from total coal to 50 per cent by 2030	Share of revenue from coal in CY22 was 67.18%, down from 68.62% in CY21.
<b>RESOURCE MANAGEMENT</b>		Measure and report on percentage of waste to landfill	Percentage of waste to landfill is measured and reported in the Sustainability Report.
		Measure and report on percentage of potable water consumed to be able to set a baseline and target for reduction in 2023	This will be undertaken as part of the Water Strategy to be completed in 2023.
		The development of a Water Strategy, setting defined goals and targets	The Water Strategy is due to be developed in 2023.
		The development of Water Efficiency Management Plans for each of PON's private water networks	This will be undertaken as part of the Water Strategy.
<b>PARTNERSHIPS</b>		Our corporate funding commitments will continue to focus on the following areas: <ul style="list-style-type: none"> <li>• Our Planet projects</li> <li>• Community projects</li> <li>• Our Industry</li> <li>• Our Partnerships</li> </ul>	Funding for 2022 was allocated as follows: <ul style="list-style-type: none"> <li>• 60% to our Our Community projects</li> <li>• 27% to Our Planet projects</li> <li>• 6% to Our Partnerships projects</li> <li>• 7% to Our Industry projects</li> </ul>
		Grow staff participation in our workplace giving program to match PON co-contribution commitment of up to \$5000 per charity	Port of Newcastle's co-contribution commitment continues to grow as we encourage our staff in the workplace giving program. The total amount contributed in 2022 was \$10,920. While this figure is less than our goal we will continue to encourage our staff to participate in 2023.
		Achieve Gold Partnership recognition under the NSW Government Sustainability Advantage Program by the end of 2023	The Port is working towards Gold Partnership status and will be applying for this in 2023.



**COMPANY  
OVERVIEW**



# COMPANY OVERVIEW

Port of Newcastle (PON) is an unlisted private company located in the heart of Newcastle, NSW. The Port solely operates in Newcastle, NSW Australia within an owner operator business model with a significant portion of its land tenanted by private terminal operators. The organisation is also responsible for a number of common user berths and maintenance of channel depths to enable the safe passage of commercial vessels.

It is Australia's deepwater global gateway and the largest port on the nation's east coast. The organisation is more than a port. It exists to build Australia's prosperity with responsible, integrated, and innovative supply-chain solutions. With trade worth about \$37 billion to the national economy each year, PON enables Australian businesses to successfully compete in international markets.

With a deepwater shipping channel operating at 50 per cent of its capacity, significant port land available, and enviable access to national rail and road infrastructure, the Port is positioned to further underpin the future prosperity of the Hunter, NSW, and Australia.

As custodians of the region's critical asset, the Port is diversifying its trade, with a target of reducing revenue from total coal to 50% by 2030, as it strives to create a safe, sustainable, and environmentally and socially responsible future.



**145.2 MILLION**  
TONNES OF CARGO 

**2,072**  
SHIP VISITS



**4,600 SHIP**  
MOVEMENTS



**3 MILLION**  
**TONNES**  
OF AGRICULTURE PRODUCE  
EXPORTED THROUGH THE PORT

**136 MILLION**  
**TONNES**  
OF COAL SHIPPED TO  
COUNTRIES SUCH AS  
**JAPAN, TAIWAN**  
**SOUTH KOREA**  
**MALAYSIA & INDIA**

**SUPPLY CHAIN**  
**PARTNERS**

SHIPPING AGENTS, PORT AUTHORITY OF NSW  
STEVEDORE AND TRANSPORT OPERATORS  
MAINTENANCE AND MANAGEMENT CONTRACTORS

**KEY IMPORT CUSTOMERS**  
**PRIMARILY BASED IN NSW**

FOOD DISTRIBUTORS, ALUMINIUM PRODUCER  
CEMENT COMPANIES, FERTILISER MANUFACTURERS  
**STEEL PRODUCER AND TRADERS**  
MINING COMPANIES RAIL CONTRACTORS

IMPORTS FROM  
**77**  
PORTS IN  
**31**  
COUNTRIES

**KEY**  
**EXPORTERS**

MINERS, FARMERS  
LOCAL MANUFACTURERS

**KEY EXPORT**  
**CUSTOMERS**

POWER STATIONS, REFINERIES  
STEEL PLANTS, FOOD PRODUCERS  
MINING COMPANIES, OTHER  
INDUSTRIAL AND MARINE COMPANIES

# PON GOVERNANCE

## PON SHAREHOLDERS

Our shareholders have a strong global history in managing large infrastructure assets. Our Directors comprise representatives from both shareholder groups.



- 50% **THE INFRASTRUCTURE FUND (TIF)**
- 50% **CHINA MERCHANT PORT HOLDINGS COMPANY (CMPort)**

## PON DIRECTOR DEMOGRAPHICS



- 8 **MALE**
- 3 **FEMALE**

## BOARD APPOINTED COMMITTEES

Port of Newcastle has in place a robust governance framework to ensure that we operate our business in a responsible manner. Our framework includes management systems and processes aligned with international standards. To further support and enhance our responsible management practice our Board of Directors provide a key role in overseeing our approach.



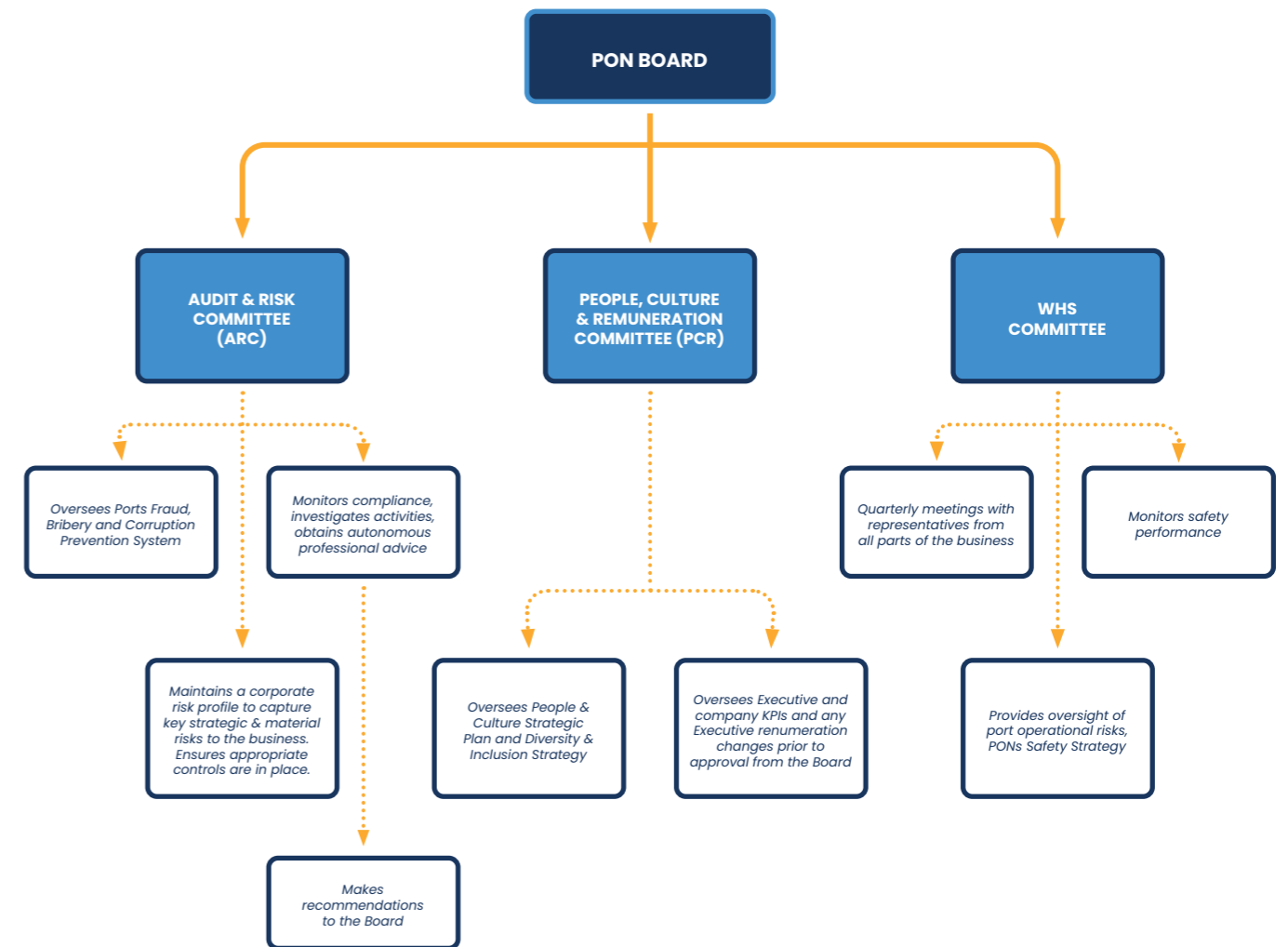
**Professor Roy Green**  
*Chairperson*

Professor Green has worked in universities, business and government in Australia and overseas, including most recently as Dean of the UTS Business School at the University of Technology Sydney.



**Hugh FitzSimons (MAM)**  
*Board ESG Champion*

In addition to his role on the board of directors, Mr FitzSimons is responsible for oversight of Port of Newcastle's climate change plans.



# ETHICS AND INTEGRITY

Behind every ship movement, every tonne of cargo, are the people that keep the Port operating. Our people are the engine room of our Port.

Our values influence everything we do; how we develop our strategy, how we measure performance, how we treat our colleagues and how we approach our work at Port of Newcastle.



## COMMUNITY

We are engaged with our communities and proud of the Port's role in the region.



## WELLBEING

We support and invest in our people and their wellbeing.



## INTEGRITY

We are genuine, open and respectful in everything we do.



## CURIOSITY

We challenge the status quo by questioning if there is a better or safer way.

# FRAUD, BRIBERY & CORRUPTION

Port of Newcastle is committed to high standards of ethical and accountable conduct and adopts a zero-tolerance approach towards fraud, bribery and corruption.

Port of Newcastle's Fraud Bribery and Corruption Policy has been developed in accordance with AS 8001-2008.

## THE POLICY IS DESIGNED TO HELP PON:

- Minimise the opportunities for fraud, bribery and corrupt conduct;
- Detect, investigate, discipline and / or prosecute fraud, bribery and corrupt conduct;
- Take a risk-based approach to the identification and management of fraud, bribery and corrupt conduct; and
- Ensure high standards of ethical and accountable conduct.

PON'S Board of Directors and its Chief Executive Officer (CEO) and Chief Financial Officer (CFO) are responsible for effective fraud, bribery and corruption prevention within PON.

Managers, employees and contractors are obliged to report suspected fraudulent conduct engaged in, or reported by, employees, in accordance with this Policy. Further, Managers are responsible for ensuring that their departments adhere to any relevant internal controls applicable in their areas.

All PON employees are required to review the PON's Fraud Bribery and Corruption Policy as part of their onboarding.

Our governance and risk management framework underpins our operating performance and is designed to meet and exceed legislative, regulatory and contractual requirements in order to uphold PON's values of integrity and community.

At PON we support and encourage our employees to raise concerns about unethical or unlawful behaviour. We are committed to ensuring such concerns are dealt with efficiently and transparently through PON's policy frameworks. No concerns were raised by employees during 2022.

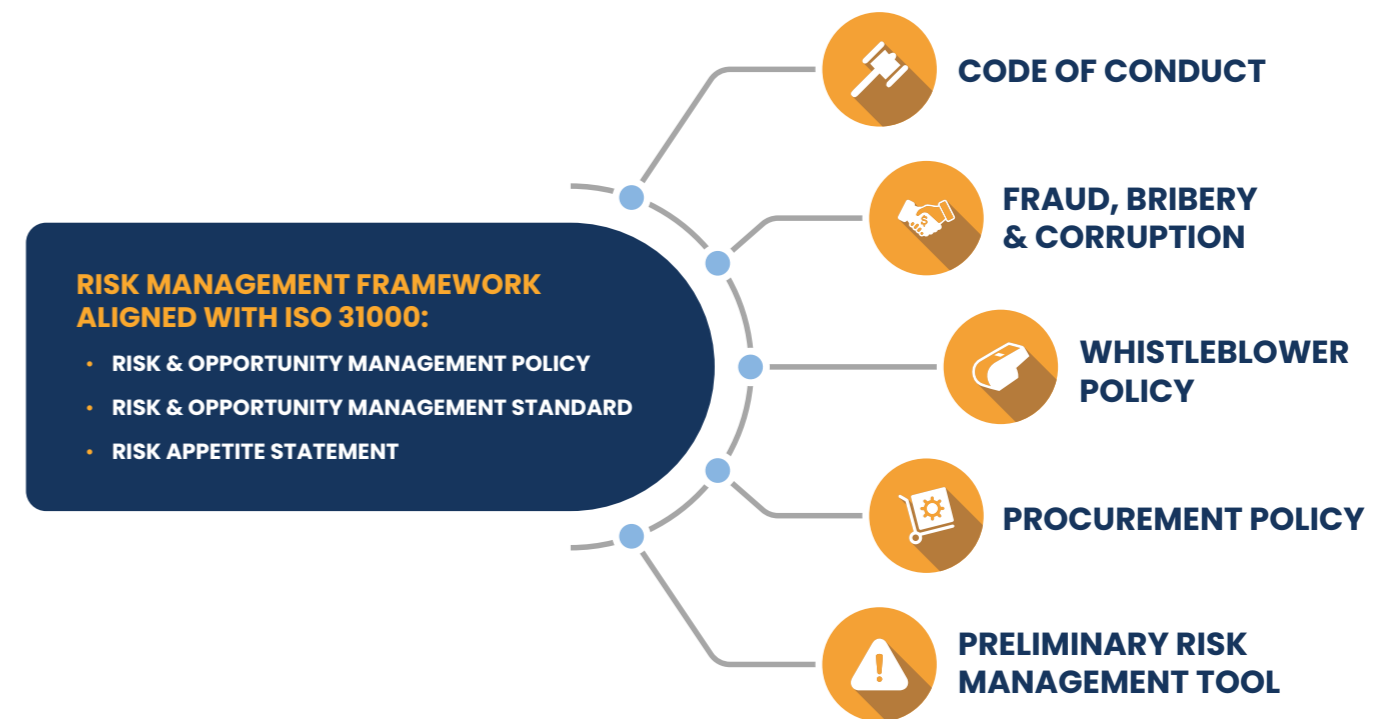


SIGNIFICANT **INSTANCES OF NON-COMPLIANCE WITH LAWS** AND REGULATION DURING THE REPORTING PERIOD

FINES FOR **INSTANCES OF NON-COMPLIANCE WERE PAID** DURING THE REPORTING PERIOD.

**INCIDENTS OF CORRUPTION OCCURRED** DURING THE REPORTING PERIOD

A strong governance and risk management framework that promotes lawful and ethical behaviour and organisational integrity is underpinned by key policies. No critical concerns were communicated to the governance bodies during 2022. The process for communicating critical concerns to the relevant governance bodies are set out in our organisational policies and practices.



# ZERO TOLERANCE FOR DISCRIMINATION

At Port of Newcastle, we address the risk of discrimination through having in place a series of policies and practices that have been developed to discourage and eliminate any such behaviour in the workplace.

## Our Priorities:

- Human Rights
- Opportunities
- Promotions
- Diversity, Equity and Inclusion
- Workplace of Choice
- Professionalism

During recruitment we seek to attract, select, and appoint the best available person for each vacant role. We communicate to our employees the fundamental standards of professional and ethical conduct expected in the workplace. We also define our expectations for mutual respect at work, including the types of behaviour that constitute bullying, discrimination, and harassment.

## WORKPLACE POLICIES



**APPROPRIATE WORKPLACE BEHAVIOUR POLICY**



**INCLUSION AND DIVERSITY POLICY**



**MANAGING WORKPLACE GRIEVANCES POLICY**

# 0 ZERO INCIDENTS OF CORRUPTION

Communication of our expectations and policies is provided to all our people through our Onboarding Program at the commencement of their employment. Refresher training and ongoing communication around these material aspects is provided regularly.

In 2022, there were no incidents or legal actions in relation to corruption, discrimination and non-compliance with laws and regulations in the social and economic area.

We expect suppliers and customers to recognise and commit to similar principles of corporate responsibility. Our Procurement Policy is aligned to the requirements under the Modern Slavery Act 2018, which promotes the provision of safe, fair and equitable work conditions for employees and suppliers.

## KEY BUSINESS RISKS AND OPPORTUNITIES

As a fixed transport and logistics asset, Port of Newcastle is presented with a broad range of well-documented hazards, risks and opportunities. The key risks are wide ranging due to the potential WHS risks that arise from the high-risk nature of a working port. We are committed to improving organisational safety culture and performance across its operations.

We have considered the key business risks and opportunities in regard to climate change, biodiversity, social governance and sustainability. At the port, we are fully aware of the upsides and downsides resulting from our current exposure to fossil fuels. Consequently, our business strategy emphasises our long-term focus on improving our overall sustainability, accelerating the diversification of trade through the port, and exploring the opportunities presented by embracing green initiatives.

## STAKEHOLDER ENGAGEMENT

Port of Newcastle has a stakeholder engagement framework in order to create an environment where stakeholder engagement is valued and considered in all elements of our business. The framework has been developed in accordance with the International Association of Public Participation (IAP2) Quality Assurance Standard. As well as the Quality Assurance Standard process, this framework is also guided by the IAP2 Spectrum of Public Participation.



### INTERNAL STAKEHOLDERS

Employees, shareholders and board members



### EXTERNAL STAKEHOLDERS

Those stakeholders that affect or are affected by our business activities



We regularly engage with our identified key stakeholders as we recognise they are critical to our existence and activity. We need to work with our community to instil confidence that we will contribute to a better future.

For our customers it is imperative we engage. We want to lead and unite; to assist tenants, co-create efficiencies and secure long-term gains; and to provide secure access to a superior supply chain to ensure prosperity for our buyers and producers we currently screen.

To our owners, we are committed to maintaining a reliable, winning investment, and as long-term custodians of the Port we will work with the government to ensure we steward this critical asset for the benefit of everyone.

We are committed to engaging with our port users on sustainability matters. Through sharing knowledge, we aim to support our port users in their efforts to improve their operations. As part of the framework, we have a number of mechanisms for engaging with our stakeholders, these include quarterly meetings with our Port Community Liaison Group and port user working groups, stakeholder engagement surveys and project specific engagement.

Group	Representatives	Meetings in 2022
<b>PON Community Liaison Group (CLG)</b>	Community, business, industry and government	4 (quarterly meetings)
<b>Newcastle Port User Group (NPUG)</b>	Representatives from PON and the users of port land	4 (quarterly meetings)
<b>Port Management Committee</b>		4 (quarterly meetings)
<b>Port Security Committee</b>		3
<b>Newcastle Coastal Planning Working Group</b>	Run by the City of Newcastle. PON are part of the coastal management plan process	PON attended 2 meetings in 2022

## MATERIALITY

A formal materiality assessment was undertaken in 2021 to increase our understanding of the key material topics for the Port of Newcastle from our stakeholders' perspective. Our ESG strategy seeks to address each of the top priority material topics identified as priority by both the business and our stakeholder groups.



**DIVERSIFICATION AND GROWTH**



**HEALTH AND WELLBEING**



**DECARBONISATION**



**BIODIVERSITY**



**POLLUTION AND CONTAMINATION**



**COLLABORATION**



**COMMUNICATION AND ENGAGEMENT**



**COMMUNITY PARTNERSHIPS**



**LOCAL ECONOMY**



**SOCIAL LICENCE**

As the business grows we will undertake further materiality assessments to ensure the ESG strategy is in line with the current priority material topics.

## OUR COMMITMENTS



### SUSTANABILITY ADVANTAGE

Achieved Silver Partner status in 2021. PON commits to achieving Gold Partner status in 2023.



### ECOPORTS

First port in Australia or New Zealand to become a member of the International EcoPorts network and to be certified under the program.



### INTERNATIONAL ORGANISATION FOR STANDARDISATION (ISO 14001)

In addition to having EcoPorts certification, PONs Environmental Management System (EMS) is aligned with the ISO 14001 standard. PON is committed to becoming ISO certified.



### GLOBAL REAL ESTATE SUSTAINABILITY BENCHMARK (GRESB)

In 2022, PON participated in its fourth GRESB assessment scoring 95/100.



### AS/NZS 4801:2001/ISO 45001

At the Port, our Work Health and Safety (WHS) Management System is currently aligned with the Australian Standard AS/NZS 4801:2001. Following the external audit of our WHS Management System in 2020 against the ISO 45001 standard, the organisation has commenced works towards achieving certification.



### AUSTRALIAN INSTITUTE OF HEALTH AND SAFETY (AIHS)

As a member of the AIHS, the Port incorporates and promotes world-class practices through its Work Health and Safety Management System.



### UNITED NATIONS GLOBAL COMPACT

In 2022 Port of Newcastle's CEO, Craig Carmody, signed the UN Global Compact in support of the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.



### COMMUNITY CONTRIBUTIONS

We contribute at least \$1 million annually to the Community Contribution Fund. The Community Contributions Fund supports suitable projects that enhance or maintain landside infrastructure and community amenity around the Port.



### SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The Port continues to integrate the SDGs into our organisation through including them in our project management stage gate processes.

# SUSTAINABLE DEVELOPMENT GOALS

Port of Newcastle is committed to aligning its sustainability commitments with the principles of the United Nations Sustainability Development Goals (SDGs).

Having aligned with the SDGs in 2020 as part of its membership with the NSW Government Sustainability Advantage Program, in 2022 Port of Newcastle continued to embrace the goals as it sets about pursuing initiatives and integrating them into business-as-usual operations to make a sustainable impact.



## Priority SDGs

Those having the strongest links to our core business areas. These encapsulate areas upon which our business has significant impact and that make the greatest contributions to sustainable development by 2030.



- 5 GENDER EQUALITY 
- 7 AFFORDABLE AND CLEAN ENERGY 
- 8 DECENT WORK AND ECONOMIC GROWTH 
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
- 13 CLIMATE ACTION 



## Supporting SDGs

Actively manage the supporting SDGs to minimise negative impacts while maximising positive impacts, and continue to report on our performance and plans related to these goals.



- 3 GOOD HEALTH AND WELL-BEING 
- 10 REDUCED INEQUALITIES 
- 11 SUSTAINABLE CITIES AND COMMUNITIES 
- 14 LIFE BELOW WATER 
- 15 LIFE ON LAND 



## Underlying SDGs

Those that do not have such direct links to our current material issues, but as a company we have some impact across them.



- 4 QUALITY EDUCATION 
- 6 CLEAN WATER AND SANITATION 
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
- 17 PARTNERSHIPS FOR THE GOALS 





# OUR PEOPLE

# OUR PEOPLE

Our people are the engine room of the Port we are committed to creating a supportive and inclusive environment which enables a collaborative and open culture. We seek to provide a safe, secure, and inclusive environment that protects people and promotes their wellbeing.

## VALUE BASED ORGANISATION

The Port of Newcastle is a values driven organisation. Our employees led the identification of the four values that best reflect the culture of the organisation (Community, Wellbeing, Integrity, Curiosity).



### COMMUNITY

We are engaged with our communities and proud of the Port's role in the region.



### WELLBEING

We support and invest in our people and their wellbeing.



### INTEGRITY

We are genuine, open and respectful in everything we do.



### CURIOSITY

We challenge the status quo by questioning if there is a better or safer way.

During 2022, the organisation implemented a number of continuous improvement initiatives which speak to its commitment to these values.

#### Workforce Engagement:

PON partnered with Curtin University and the Future of Work Institute to conduct a comprehensive review of people practices at all levels of the organisation.

#### Everyone Has A Story:

PON acted as primary sponsor of a regional mental health initiative.

#### Diversity & Inclusion:

PON was endorsed by Work180 and Reconciliation Australia. PON continues to collaborate with these recognised organisations to implement diversity and inclusion action plans.

Building upon the values-based initiatives above, in concert with its employees, unions and community partners, the organisation began planning for the future of work. This focuses on six key areas:



#### CULTURE AND ENGAGEMENT



#### ATTRACTION AND RETENTION



#### WORKFORCE SYSTEMS



#### INDUSTRIAL RELATIONS



#### ORGANISATIONAL DESIGN



#### WORKFORCE GOVERNANCE

These initiatives will continuously improve the Port's workforce policies, systems and practices (our value of curiosity). These actions involve collaboration with our staff and regional partners (our value of community) to further invest in our people (our values of wellbeing and integrity).

#### During 2022 PON reviewed and upgraded the following workforce policies:

- Covid Vaccination
- Appropriate Workplace Behaviour
- Inclusion & Diversity
- Leave Management
- Managing Poor Performance & Conduct
- Managing Grievances
- Parental Leave
- Purchased Leave
- Code of Conduct
- Motor Vehicle Policy
- Recruitment & Selection
- Fraud & Corruption





# OUR EMPLOYEES

The Port's workforce comprises personnel who fall within two categories: professional and technicians/trade. Our professional employees apply knowledge and experience in performing analytical, conceptual, and creative tasks.

Our technicians and trade employees apply broad or in-depth technical, trade or industry-specific knowledge in performing skilled tasks, often to support activities in our Marine and Operations department.

Contractors carry out a significant proportion of the organisation's activities and their work includes consultancy, maintenance of assets and project management.

Port of Newcastle maintains employee data confidentially and securely on an employee's electronic file and as part of its payroll system. This data has been used to generate the 2022 report.

The table below provides an overview of the Port of Newcastle workforce:

## PEOPLE & CULTURE METRICS DASHBOARD

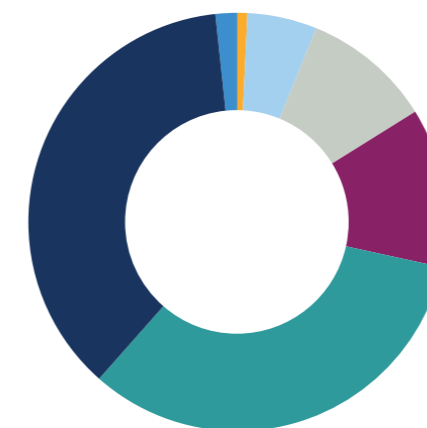
	Q1 2022	Q2 2022	Q3 2022	Q4 2022	
WORKFORCE SNAPSHOT	<b>Total FTE (excluding casual)</b>	110	110.9	116.8	116.1
	<b>Total Headcount (including casuals)</b>	123	126	130	131
	<i>Full-time</i>	106	110	112	112
	<i>Part-time</i>	5	5	6	8
	<i>Casuals</i>	12	12	12	11
	<b>Contract Type</b>				
	<i>EA Contracts</i>	100	105	104	103
	<i>Individual Employment Contracts</i>	23	28	26	28
	<b>Workforce Breakdown</b>				
	<i>Full-time (%)</i>	86	87	86.2	85
<i>Part-time (%)</i>	4	4	4.6	6	
ATTRITION	<b>Total Attrition % (Rolling 12 months)</b>				
	<i>Voluntary Turnover (%)</i>	13.7	15	14.6	14.0
	<i>Voluntary Turnover &lt; 12 Months Tenure (%)</i>	4.9	5.5	5	3.7
RECRUITMENT	<b>Direct Hires</b>	4	7	7	13
PAYROLL	<b>All Sick/Carers Leave (Hrs)</b>	1,358	2,056	943	671
LEAVE	<b>Annual Leave Liability (\$)</b>	1,226,929	1,334,436	1,415,865	1,369,785
	<b>Average Age (Years)</b>	47	45	47.2	46
DIVERSITY & INCLUSION	<b>Gender</b>				
	<i>Female (%)</i>	26	28	30.6	31
	<i>Male (%)</i>	74	72	69.4	69
	<i>Female Management % (of All Employees)</i>	11	11	11	11

## EMPLOYEE SNAPSHOT

- ✓ **131** employees (as at 31 Dec 2022), an increase of **8.4** per cent from 2021
- ✓ **34** new employees in 2022: **16** female, **18** male, 0 identify as other
- ✓ **78.6%** covered by our Enterprise Agreement
- ✓ **14%** voluntary turnover rate
- ✓ Average **3.7** years of service
- ✓ **40 years** longest service – **Robert Collison**

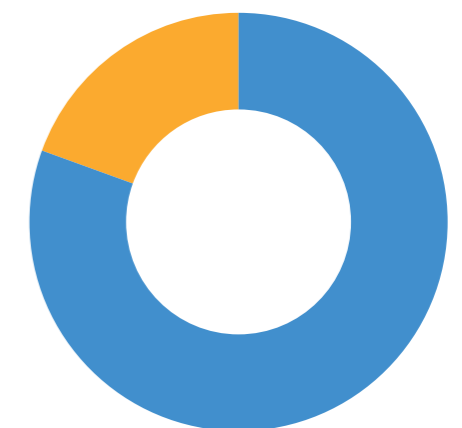
	Managers		Non-Managers	
	Male	Female	Male	Female
<b>Permanent full-time employees</b>	25	8	43	24
<b>Permanent part-time employees</b>	0	0	1	4
<b>Fixed-term contract full-time employees</b>	1	1	7	2
<b>Fixed-term contract part-time employees</b>	0	0	4	0
<b>Casual</b>	0	0	10	1

### TOTAL EMPLOYEES BY EMPLOYMENT TYPE



- 1 CEO
- 7 EXECUTIVE MANAGER
- 13 SENIOR MANAGER
- 16 MANAGER
- 43 PROFESSIONALS
- 48 TECHNICIANS & TRADE
- 2 CLERICAL & ADMINISTRATIVE

### EMPLOYEES BY CONTRACT TYPE



- 78.6% COVERED BY ENTERPRISE AGREEMENT
- 21.4% COVERED BY COMMON-LAW CONTRACT

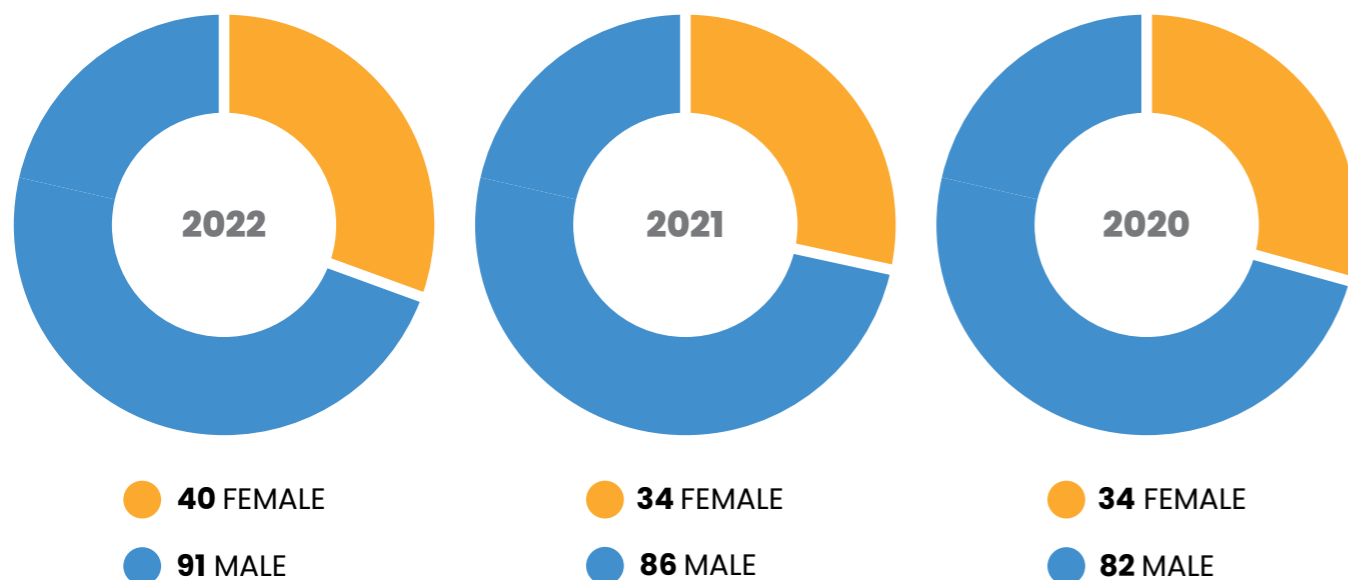
# DIVERSITY & INCLUSION

During 2022 Port of Newcastle continued to implement our Diversity & Inclusion Strategy that sets out clear priorities across seven areas:

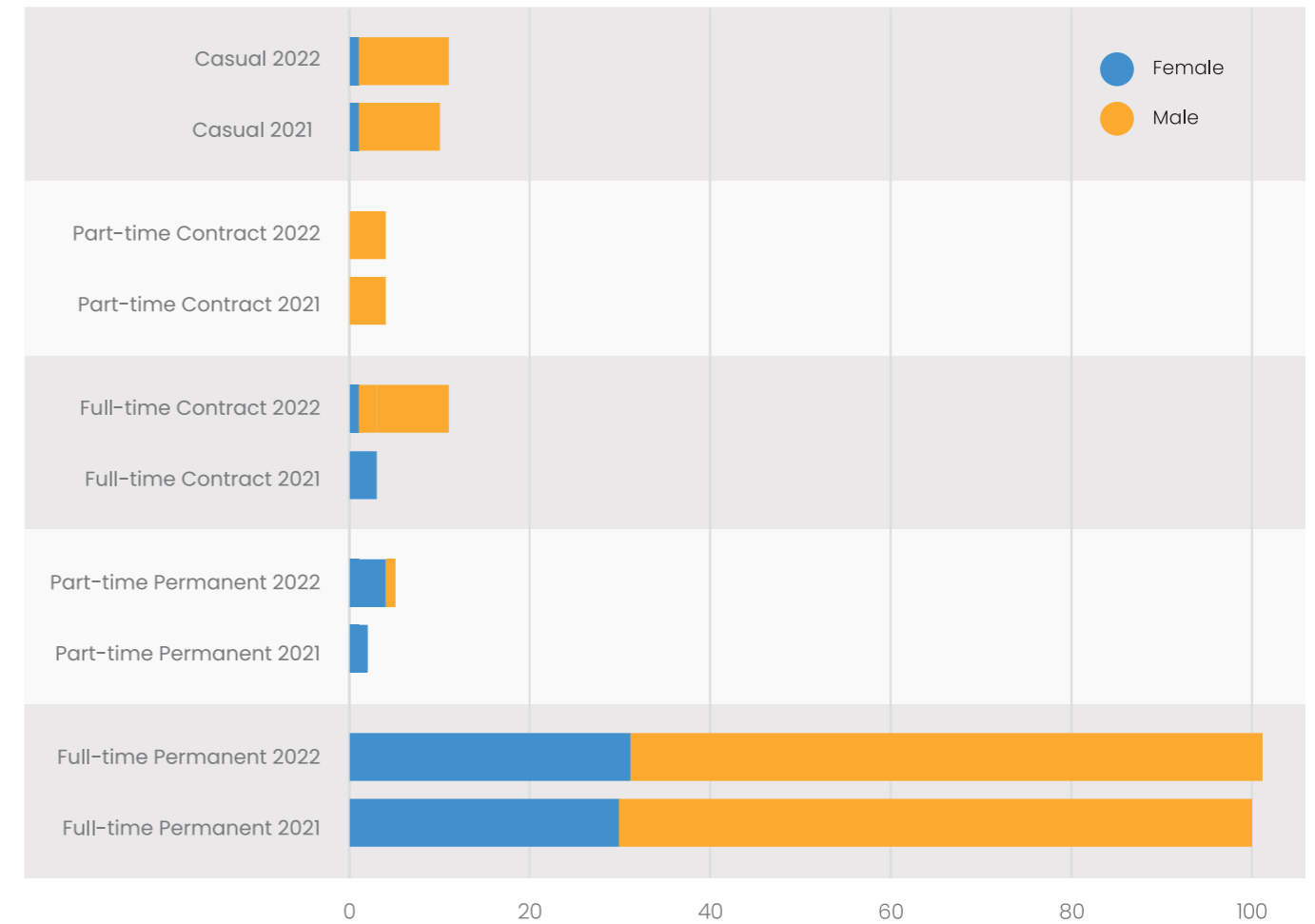


During 2022 Port of Newcastle was endorsed by Work180 and Reconciliation Australia. Port of Newcastle will continue to partner with these organisations in 2023. Port of Newcastle also exceeded its target of 30.1% female employees, greater than 2% of Aboriginal and Torres Strait Islander employees and the implementation of an Indigenous internship program in partnership with Career Trackers/University of Newcastle. The Port of Newcastle's Reflect Reconciliation Action Plan was officially endorsed by Reconciliation Australia in 2022 and the action plan will be continually implemented throughout 2023.

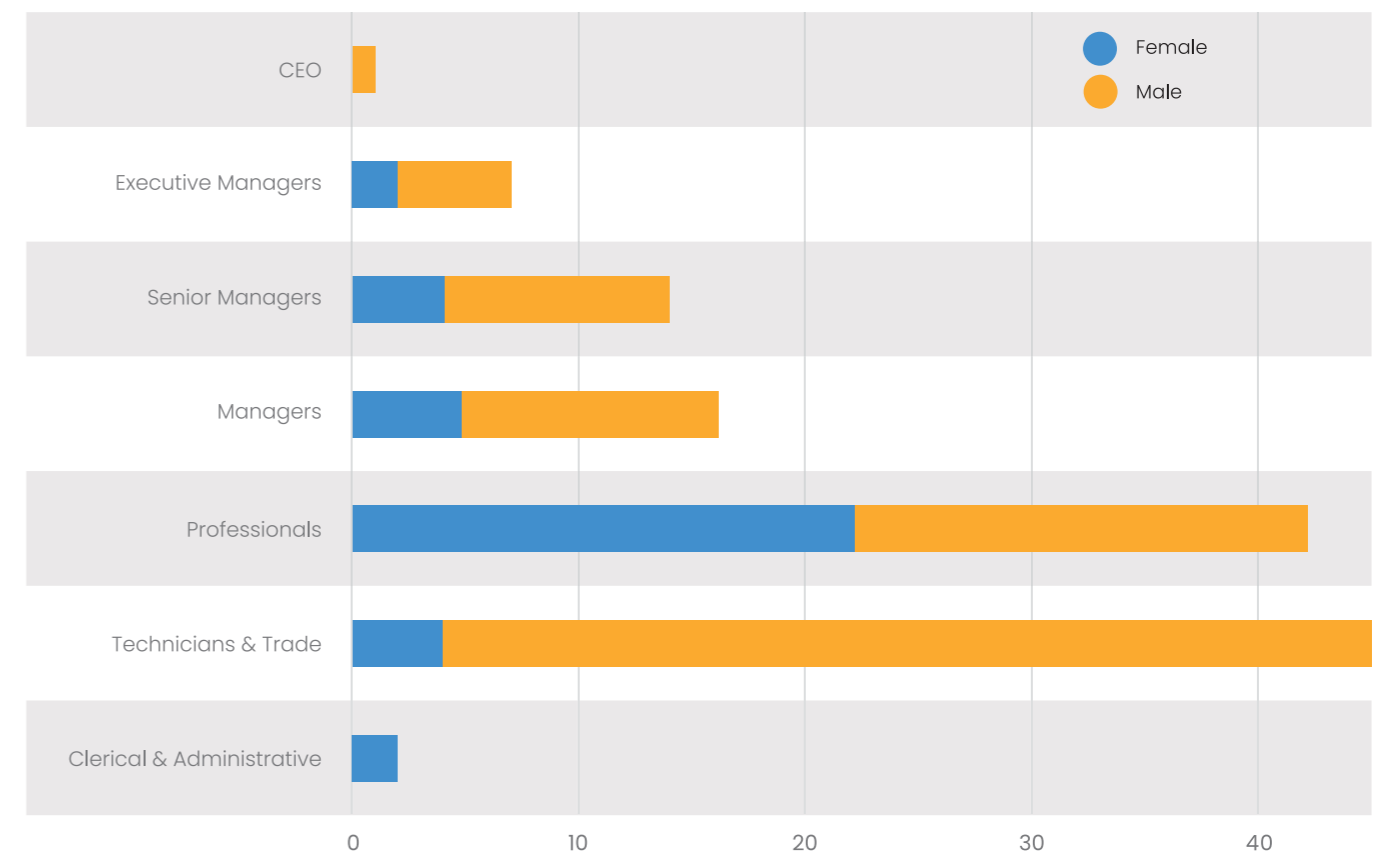
## WORKFORCE GENDER SPLIT BY YEAR



## WORKFORCE GENDER SPLIT



## POSITION TYPE BY GENDER



# GENDER PAY EQUALITY

Port of Newcastle has a structured salary benchmarking process in place, partnering with Aon and Mercer. This process is designed to ensure market competitiveness, review and address inequalities in pay and ensure compliance with legislative standards. It is a process which is being continually improved. The Port's Remuneration Policy seeks to provide objective information about appropriate market rates regardless of gender, ensuring an unbiased process based on role, skills and market applied consistently regardless of gender, age or any other demographic factor.

Port of Newcastle reviews remuneration equity as part of submitting its annual Workplace Gender Equality Agency (WGEA) report. The 2022 report demonstrates that we are effectively ensuring remuneration equity. The Port is also currently establishing a systematic audit process to monitor compliance with newly legislated remuneration equity requirements.

# NEW EMPLOYEE HIRES

During 2022 the Port hired 34 new employees, all sourced from our local region spanning Newcastle, the Hunter and Central Coast. Of those new hires 47 per cent were women with most hires sitting in the 36-45 age group.

BY LOCATION



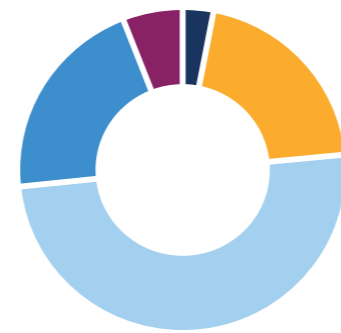
34 LOCAL  
0 NATIONAL  
0 INTERNATIONAL

BY GENDER



16 FEMALE  
18 MALE

BY AGE GROUP



1 <25    7 46-55  
7 26-35    2 56+  
17 36-45

**31.8% FEMALE 68.2% MALE**  
BASED ON FULL TIME EQUIVALENT (FTE)

**9 FEMALE 26 MALE MANAGERS**

ABORIGINAL & TORRES STRAIT ISLANDER DEMOGRAPHIC

**2.2%**

**38.2%**

**OVER 50 YEARS OLD**

**98.5%**

**OVER 30 YEARS OLD**

EMPLOYEE TURNOVER BY AGE GROUP



0 <25    7 46-55  
5 26-35    2 56+  
4 36-45

# EMPLOYEE TURNOVER

During 2022 there was a total of 29 employees that departed the organisation. Of those 29, 18 were male and 11 were female. The highest number of departures were from the 36-45 age group.

TYPE OF DEPARTURE	FEMALE	MALE	OTHER
Resignation	9	13	0
Retirement	0	1	0
Redundancy	0	2	0
End of Contract	1	1	0
Dismissal	1	1	0



# WOMEN IN PORT OF NEWCASTLE

## WORK 180

Work180 is a globally recognised organisation that aims to raise the organisational standards of the businesses it partners with by removing barriers that women may experience in the workplace. Work180 also addresses other marginalised groups with consideration of how racism, ableism and ageism may also be sources of inequity. Work180 completes an Equity Audit on workplaces. The Equity Audit assesses areas including (but not limited to) representative leadership, pay equity, and inclusive hiring processes. If a workplace passes the Equity Audit, they receive Work180 Endorsement. Work180 also provides ongoing audits, education and training for HR teams, and aids in the attraction & retention of women by use of its job board.

In 2022 Port of Newcastle was endorsed by WORK180 as an employer of choice for all women. Our Diversity & Inclusion Strategy sets out clear priorities for increasing representations of both women and Indigenous peoples within our workforce and in 2023 we continue to work towards these goals and advocate for initiatives that make the workplace better for women.

*"Women at the Port benefit from a progressive, flexible workplace culture, that is committed to the ongoing development and empowerment of all our people. We have created an environment that allows all women, at all stages of life, to thrive. The challenge doesn't stop here. We will continue to support and empower women at every level. Port of Newcastle will continue to nurture our workplace culture to be as dynamic and impactful as our people are."*

– Marie Omark, Executive Manager Corporate Services.

Port of Newcastle has a long-term target of 40% women and are fortunate to have some amazing women working within the company. The following section provides an insight into the background and current roles of three of these women, Shani Herat Gunaratne (Engineering Services Manager), Dana Crampton (Dredge Engineer) and Chelsea Neely (Mayfield Superintendent).



## SHANI HERAT GUNARATNE ENGINEERING SERVICES MANAGER

### How did you get into your role / the industry?

I started my career as a Graduate at an Industrial Projects and Maintenance company. During this time I had the privilege of gaining experience in several different departments including Operations, Engineering, Projects and Business Development. I then spent the next few years working my way from a Project Engineer to a Project Manager. I have through my career developed a passion for Projects, Risk Managements and the delivery of Effective Engineering Solutions.

### What does your role entail?

The Engineering Services team is made up of internal staff and contractors to support the business with technical solutions. Due to the diverse types of infrastructure on site my typical day varies greatly but includes providing recommendations for up-and-coming projects, creating specifications to ensure compliance at the Port, managing technical consultants and managing and sponsoring studies and projects to ensure compliance, asset longevity and continuous improvement.

### What attracted you to Port of Newcastle?

As I was initially a contracted Project Manager at a PON site I was given the opportunity to observe the culture and meet a lot of the internal staff. PON is the first workplace I've been to with so many women in leadership positions which is motivating and encouraging as the industry has generally been so male dominant. I think the diversity in the office creates an incredibly interesting environment and empowers people to bring their ideas and thoughts to the table. I also believe as a Newcastle resident PON is a driving force in the growth of the Hunter region and I am excited to be a part of the journey.

### What are your interests outside of work?

I love running, hiking and cycling. I enjoy being outside as much as I can!



## DANA CRAMPTON DREDGE ENGINEER

### How did you get into your role / the industry?

I grew up in country towns and didn't even know ships existed until my older brother got a cadetship with BHP shipping. I was always interested in engineering and finding out how things work and applied to BHP shipping as an engineering cadet at the age of 17 to start my sea going career. My first ship was the Iron Newcastle which I picked up in Port Kembla and took off on a four-week trip around Australia. Times were different back then; I was often the only female on board and the youngest by at least a decade. However, during my cadetship of 3 years I was extremely lucky to have some of the best engineers mentor me. They were patient and taught me so much.

In 2001 I passed my oral exam and three days later was on my first vessel as a fully qualified 3rd engineer on the M.V. Pioneer. I worked offshore between 2008 and 2017 until leaving to play competitive sport. During this time I played AFL and worked in the construction industry. I applied for the dredge engineer position with Port of Newcastle in 2018 and have been here since then.

### What does your role entail?

In my role I am responsible for the day to day running of the dredging vessel to ensure continuous operation. I am also responsible for maintenance of all on board equipment including hydraulic equipment, dredging equipment, engines, auxiliary pumps, air conditioning system and firefighting equipment. As an engineer on board a ship, I am the welder, plumber, electrician, mechanic, diesel fitter, hydraulic fitter. You name it, the engineer has to be able to repair it!

### What attracted you to Port of Newcastle?

The main thing that attracted me to PON was the fact that I didn't have to go away to sea for five weeks at a time and could be home every night. This has meant that I can have a family and a work-life balance.

### What are your interests outside of work?

I enjoy mountain biking, dirt biking, camping with no phone range, taking my dog to the beach, chilling at home with my family and currently doing house renovations. My partner got me into Lego, so I'm slightly addicted to this at present!





## CHELSEA NEELY MAYFIELD SUPERINTENDENT

### How did you get into your role / the industry?

I started working in the mining/resources industry when I was 19 years old in the Pilbara, Port Hedland. After calling the phones of the labour hire companies over and over I was fortunate enough to have been given an opportunity to start with BHP as a Plant Operator. I operated the shiploaders, reclaimers and stackers, as well as attended plant faults and conducted vessel mooring activities. It was a huge learning curve and its funny to look back now and think that I could drive a shiploader before I could drive a manual car. From there, I worked in the Marine Department as a Shipping Officer and then returned to Operations as an Operations Supervisor.

I took a couple of years out of the industry when I had my children and then returned to the industry when I moved to Newcastle. I started as an Operator again, but this time mainly operating the Mobile Plant Equipment (bobcats, front end loaders, excavators and driving trucks) and then I moved into a Logistics Role. My logistics role had me working closely with customers and organising coal from various mine sites to the yards and vessels. In August of 2022, I took on my current role at Port of Newcastle, working in the Marine/Operations department as the Mayfield Superintendent.

### What does your role entail?

My role now is Mayfield Superintendent in which I oversee basically all operations that occur at Mayfield. This varies a lot and can be shipping operations, cargo storage, maintenance activities and general logistics. I work closely with our stakeholders to optimise productivity and efficiency whilst ensuring we are environmentally and safety compliant. Each day is very different in the shipping world, I need to be flexible and adapt to situations as they change. Right now we have a lot of construction work happening at Mayfield. It's very exciting but is a vital time for strong communication and coordination with the project teams, so that as the project progresses, we minimise impacts to our operations.

### What attracted you to Port of Newcastle?

The business holds a strong reputation as a great employer (which I can now agree with) and my interest had always been in Maritime/Operations, so Port of Newcastle seemed like an ideal workplace. I was particularly excited and attracted to the opportunity in working here due to the diversification in trade and the aspirations of Newcastle's Container Terminal. I feel very fortunate to be in a business that has goals to expand and am contributing as we achieve those goals. I have already learnt a phenomenal amount in my short time here and finish each working day with a real sense of accomplishment.

### What are your outside interests?

I am a mother to two boys that are 4 and 6, they keep me on my toes which I find a lot of fun. We like to spend a lot of time outdoors together- at the beach, the skatepark and in the garden. I also really enjoy having friends over for BBQ's/dinners and entertaining.

# ENGAGING WITH OUR PEOPLE

In 2022 Port of Newcastle launched its new three-year Workforce Engagement Strategy in partnership with Curtin University Future of Work Institute. A comprehensive workforce engagement program was implemented during 2022 with actions occurring during each quarter of the year including:



ALL STAFF INVOLVED  
IN THE LAUNCH



FOCUS  
GROUPS



WORKFORCE  
SURVEY



TRAINING



ACTION PLANNING  
WORKSHOPS



ONGOING  
COMMUNICATION

The Workforce Engagement Strategy followed the comprehensive evidence based 'Thrive' methodology which encompasses mitigating illness, preventing harm and promoting thriving. A central feature of the methodology, and a central theme for Port of Newcastle was the focus on 'Working Smarter'. This focus is aligned with Port of Newcastle's values of Curiosity and Wellbeing.

The results of Port of Newcastle workforce engagement survey show steady continuous improvement across all areas. The survey showed that Port of Newcastle is particularly strong at providing a clear and positive direction for the organisation, providing support among colleagues and by managers, and that the Port provides interesting work where staff have the opportunity to learn during their work.

The action plans developed at team, department and organisational level throughout the Workforce Engagement program include continuous improvement in prioritisation, systems and processes and communication during periods of change.

Port of Newcastle continue the partnership with Curtin University into 2023 and with the support of the Future of Work Institute continue to embed the processes and tools which have been developed during 2022 into the fabric of the way the organisation works in 2023.



# DEVELOPING OUR PEOPLE

Port of Newcastle continues to be committed to providing training and development opportunities so all our employees can develop, maintain, and improve their skills to enable them to perform their tasks safely and to effectively and efficiently deliver our business objectives.

We encourage all employees to engage in continuous learning, providing free access to LinkedIn Learning, with Port of Newcastle encouraging employees to undertake relevant study as well as attend seminars and conferences as required.

The organisation provides WHS awareness training to employees to enhance and maintain their necessary skills, knowledge, and awareness. Regular training enables all to perform their duties and responsibilities in a safe, competent, and effective manner. In 2022, WHS rolled out the following training sessions:

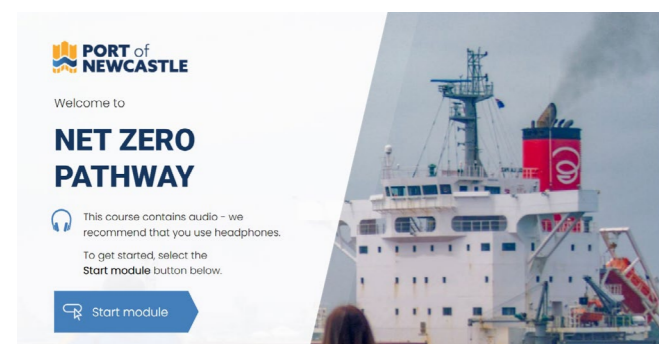
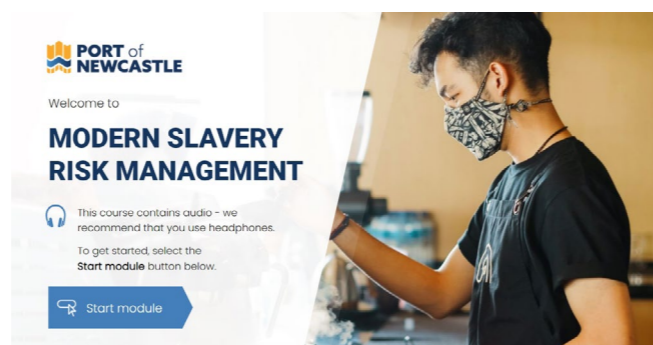
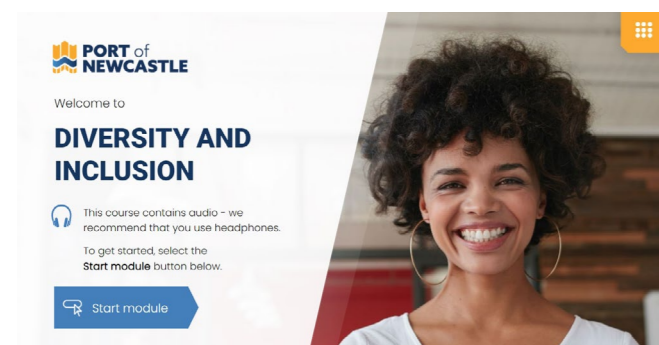
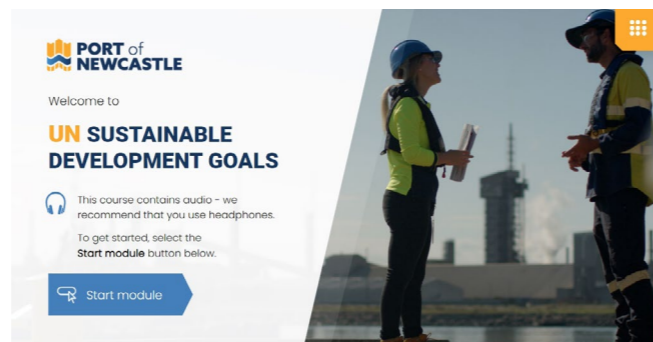
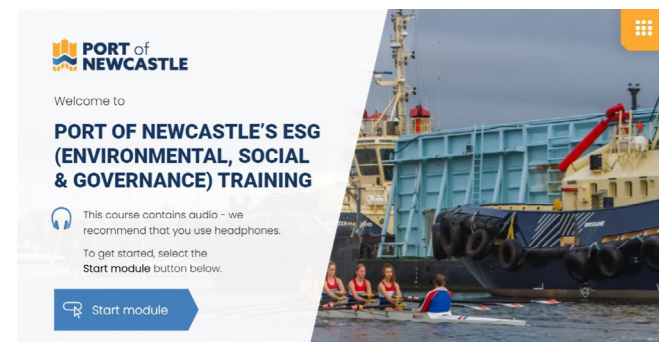


**COGNITIVE BEHAVIOURAL SAFETY PROGRAM OFFERED TO ALL STAFF**



**CONTRACTOR MANAGEMENT TRAINING**

Port of Newcastle is committed to providing ESG awareness and completion of the ESG training package is a requirement for all current and new employees. As of 31 December 2022, 81 per cent of the Port's employees had completed all six modules.



The organisation continued to provide mental health first aider training opportunities to its employees during 2022, in line with its sustainable financing commitments.

A total of seventeen courses were completed during 2022 bringing the total number of mental health first aiders in the organisation at the end of 2022 to 35, 27 per cent of the workforce. A minimum of 12 additional mental health first aid course opportunities will be provided to our employees in 2023. We are also committed to maintaining nominated ratios of mental health first aiders across each of our divisions and in 2022 achieved or exceeded the minimum number in each department.

## MENTAL HEALTH FIRST AIDERS PER DIVISION

Number of employees in Division	2-10	11-20	21+
Minimum number of require mental health first aiders	2	3	4

## EMPLOYEE MENTAL HEALTH FIRST AID ACCREDITATION AGAINST SUSTAINABILITY LINKED LOAN TARGET

Business Division	Commercial	Legal	Business Development	Corporate Affairs	Corporate Services	Finance	Projects and Assets	Marine and Operations
Minimum No. Mental Health First Aiders as per PON April 2021 SLL	2	2	2	2	3	3	3	4
Number in team	6	8	4	4	15	12	10	60
No. currently accredited (PON is Compliant)	3	4	2	2	5	6	5	8

## CASE STUDY EVERYONE HAS A STORY

Everyone Has A Story (EHAS) is a local mental health initiative, with the goal to reduce the stigma around speaking about mental health issues. It provides a platform for participants to speak openly about their mental health journeys, to normalise vulnerability and encourage everyone to seek help if they need it. EHAS partnered with Lifeline to ensure all information was communicated thoughtfully and correctly, whilst also providing a resource of professional support to participants.

In 2022, the Port of Newcastle was a major sponsor of EHAS, enabling it to roll out to over 40 local organisations. This culminated in a large event, bringing together participating organisations to view the stories. Guest speakers specialising in mental health donated their time to speak at the event. In addition to the stories shared by Port of Newcastle employees, the Port of Newcastle was also intrinsically involved in the coordination of EHAS and this event. Two employees were willing to share their stories for EHAS, and their stories can be seen on the EHAS website.

everyone has a story

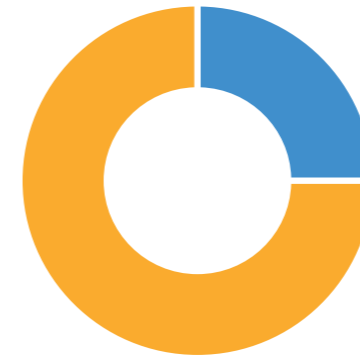
# MODERN SLAVERY

The Port has developed an Anti-Slavery Policy to support its Modern Slavery statement. The organisation is committed to assessing all its registered suppliers for modern slavery risk. To achieve this the Port has adopted online platform Informed 365 and all suppliers are screened for modern slavery risks. To date, education on the new polices has been delivered to the organisations through a series of staff stand up engagements and through system training delivered by the Informed 365 team. A compulsory modern slavery training program has been rolled out for all staff as part of the ESG training suite. One face to face training session on Modern Slavery was conducted by Fair Supply in 2022.

# SUPPORTING OUR PEOPLE

Port of Newcastle provides a range of supports for our people including:

TOTAL NUMBER OF EMPLOYEES ENTITLED TO PARENTAL LEAVE



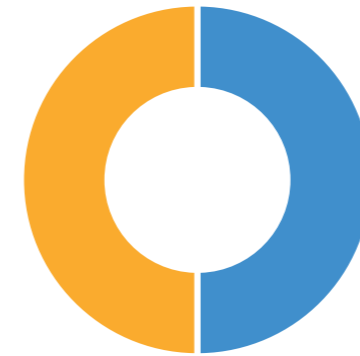
25 FEMALE 72 MALE 0 OTHER

TOTAL NUMBER OF EMPLOYEES THAT TOOK PARENTAL LEAVE



6 FEMALE 4 MALE 0 OTHER

TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK IN THE REPORTING PERIOD AFTER PARENTAL LEAVE ENDED



4 FEMALE 4 MALE 0 OTHER

*Note - 2 females still on Parental Leave into 2023*

TOTAL NUMBER OF EMPLOYEES THAT RETURNED TO WORK AFTER PARENTAL LEAVE ENDED THAT WERE STILL EMPLOYED 12 MONTHS AFTER THEIR RETURN TO WORK



4 FEMALE 6 MALE 0 OTHER

RETURNED TO WORK AND STAYED >12 MONTHS

0 FEMALE 5 MALE 0 OTHER

Our parental leave benefits are available to both our permanent full time and part time employees who have been employed for 12 months continuously, they are not available to casual employee.



**14** PRIMARY CARER WEEKS PARENTAL LEAVE

ADDITIONAL 2 PER CENT SUPER CO-CONTRIBUTION FOR EMPLOYEES COVERED BY THE PORT OF NEWCASTLE ENTERPRISE AGREEMENTS

WORKPLACE GIVING PROGRAM

**34** STAFF ENROLLED IN FITNESS PROGRAM

STAFF ENROLLED IN FITNESS PROGRAM

# WORKPLACE GIVING

Port of Newcastle also supports its people through our workplace giving program established in 2020. The workplace giving program is driven by the organisation's values, supports our strategic initiatives and is aligned with our ESG strategy.

Employees were responsible for nominating the four charities that sits across environment, caring for people, mental health, and diversity.



RONALD MCDONALD HOUSE



HUNTER WILDLIFE



BEYOND BLUE



AIME INDIGENOUS CORP

**\$10,920 DONATED IN 2022**

# WORKPLACE HEALTH AND SAFETY

Port of Newcastle is committed to improving organisational safety culture and performance across its operations. As custodians of the port, we have the ultimate responsibility for the safe operation across our sites, during 2022, the Port's WHS management system covered the work and workplace of 131 PON employees and 50 contractors.

We conduct external audits every three years. Outcomes from our most recent audit have informed the development of a long-term safety strategy. A key commitment arising from the development of the long-term safety strategy is to achieve certification against ISO 45001:2018. We are committed to certification within the next two years. Our employee health program supports the wellbeing of our staff, monitoring the health of all our employees before and throughout their employment.

## PON RISK IDENTIFICATION AND HAZARD MITIGATION PROCESS



5 STEPS TO SAFETY HAZARD IDENTIFICATION



SAFE WORK METHOD STATEMENTS (SWMS)



FORMAL RISK ASSESSMENT



WHS RISK AND OPPORTUNITY REGISTER

We use several tools for communicating WHS matters such as our formal incident reporting system, MYOSH, and informal systems such as brief information sessions, Toolbox talks and safety shares.

## WORKPLACE FITNESS PROGRAM



In 2022 Port of Newcastle partnered with Fitness Passport to tailor a program for employees in response to feedback from staff regarding employee health and wellbeing. The Fitness Passport is a discounted workplace health and fitness program which provides unparalleled access to a choice of gyms and pools throughout Australia. For a fraction of the price of regular gym memberships, Port of Newcastle staff and their families can access a wide range of gyms, pools and fitness centres. The purpose is to motivate staff and their families to participate in exercise by removing barriers of cost and limited choice.

This initiative has allowed Port of Newcastle staff and families to maintain an active and healthy lifestyle which has increased overall health and wellbeing.

*"The fitness passport has encouraged me to get fit and active and my whole family is now also enjoying the benefits with access to numerous gyms and pools in the region. This has certainly enhanced my work-life balance and supported my health and wellbeing."*

**- Ruth Madden, ESG Manager**





# SAFETY STRATEGY

In 2022 Port of Newcastle completed a number of Safety Strategy Actions which included:

- Restructure of safety system documents.
- Review and update of key WHS Procedures.
- Implementation of new incident reporting system.
- Development of a safety symbols strategy.
- Development of a Just and Fair Culture Guideline.
- Implementation of a Working at the Port Guideline
- Roll out of a Cognitive Behavioural Safety Training Program
- Implementation of a Contractor Work Supervisor Training Course

In 2022 there were zero fatalities resulting from workplace injuries or work-related ill health. There was one lost time injury resulting in a muscle strain to the back of an employee. This was the only reportable incident that occurred in 2022.

## OCCUPATIONAL HEALTH SERVICES THAT PON PROVIDED IN 2022

- Face masks and respirators that meet required Australian Standards.
- Hearing Protection Devices (HPD's) that meet required Australian Standards.
- Alcohol and Other Drug Testing that is compliant with Australian Standards for testing.
- Appropriate injury management and return to work functions that meet employee regulatory requirements
- Employee Assistance Program through a recognised provider.
- Flu vaccinations annually that meet recognised medial requirements.
- Corporate fitness program.
- Training of employees in Mental Health First Aid Training through a recognised provider.
- Ergonomic assessments for employee workstations.
- Asbestos management plan utilising the services of a qualified Occupational Hygienist.



## 2022 PON WELLNESS INITIATIVES



GIFT BOXES SENT TO EMPLOYEE HOMES



RUOK DAY SPEAKER



VIRTUAL MORNING TEA



MENTAL HEALTH FIRST AID TRAINING



“ ” **1154** SAFETY CONVERSATIONS

 **53** FLU SHOTS

**35** EMPLOYEES TRAINED IN MENTAL HEALTH FIRST AID  
PON EAP • **ZERO** COST • **4** SESSIONS PER ANNUM



**Total recordable injury frequency rate 3.32**  
per one million hours



**300,989**  
total number of hours worked



**Total Injuries 1**  
Contractor 0 / PON employee 1



**0 Fatalities**



**OUR  
PLANET**

# OUR PLANET

Port of Newcastle recognises its responsibility to manage our business in a way that minimises negative impacts on our planet, maximises positive environmental outcomes and demonstrates commitment to sustainable practices

## ACTIVE ENVIRONMENTAL MANAGEMENT

PON actively works to manage the impact of its operations on the environment and has identified five key themes to guide this approach.



### MANAGING OUR ENVIRONMENTAL FOOTPRINT

"We are committed to managing the environmental impacts of our operations and developing the Port in a sustainable manner."



### BEYOND OUR BOUNDARIES

"We are active contributors to the management of local environmental initiatives."



### COMMITTED STEWARDS

"We are proud to be the custodian of the Port for the NSW Government and the people of NSW."



### OUR SYSTEMS AND SUPPORT

"Our systems support compliant and efficient operations and Port of Newcastle is committed to adopting sustainable practices."



### PORT-CITY RELATIONS

"Developing positive synergies inside and outside the port area creates opportunity and contributes towards a resilient and sustainable city asset."

### We manage our environmental footprint by:

- Fostering sustainability awareness, pollution prevention and encouraging a genuine respect for environmental protection in all its employees through the provision of training and information.
- Considering environmental, social and economic aspects when procuring goods and services
- Ensuring responsible consumption and disposal of resources
- Investing in infrastructure to prevent environmental impacts

### We have in place robust systems and support to:

- Ensure compliance with all relevant legislation, regulations and other requirements to which PON subscribe.
- Continually improving and innovating to enhance environmental performance.
- Identify and managing environmental risks and impacts.
- Maintain an effective Environmental Management System.
- Communicate our policy and systems to employees, tenants and contractors.
- Ensure contractors engaged by PON meet minimum environmental standards and demonstrate a commitment to sustainable practices.
- Work in partnership with our stakeholders to drive active and sustainable environmental management.
- Manage the presence, handling and storage of hazardous substances.
- Effective design such as lighting to reduce light pollution.
- Set hours of operation and where appropriate, mitigation methods, to minimise public nuisance from noise and vibration.
- Ensure operational controls for water outflows/discharges and water inflows/withdrawals.

### We are a committed steward by:

- Complying with all applicable legal and other requirements.
- Sustainable management of our heritage assets.
- Incorporating sustainable design principles into new developments.
- Measuring, understanding and minimising environmental impacts.
- Ensuring effective environmental management clauses are included in all new leases and licenses.

**0** REPORTABLE ENVIRONMENTAL INCIDENTS

**0** NON-COMPLIANCES RESULTING IN REGULATORY ACTION

At Port of Newcastle, we operate within an Environmental Management System (EMS) based on the principles of ISO 14001:2015. Our EMS ensures a high level of leadership commitment to our environmental performance and provides the framework for implementation across the business. The Port has commenced works to obtain certification against the ISO 14001 standard.

In assessing environmental risk, PON applies the precautionary principle, as introduced by the United Nations (UN) in Principle 15 of The Rio Declaration in Environment and Development, to reduce and avoid negative impacts in the environment.

The Port has identified and evaluated the environmental aspects and impacts of its operations and developed mitigation measures that reduce or eliminate potential negative environmental impacts. The Port has in place a number of management plans to ensure these mitigation measures are integrated into everything we do, including:

- Environmental Management Plan
- Environmental Procedures and Work Instructions
- Common User Berth Bulk Cargo Handling Guidelines
- Mayfield Contaminated Site Management Plan
- Maintenance Dredge Long Term Monitoring and Management Plan
- Pollution Incident Response Management Plans

Since becoming the first port in Australia to be certified under the EcoPorts program in 2019, the Port continues to advocate for other Australian and Pacific ports to participate. Nine additional Australian ports have now finalised their commitment to the program – Geelong, Gladstone, TasPorts (Devonport, Bell Bay and Hobart), Brisbane, Townsville and Mackay. To maintain currency and ensure continual improvement, the Port recompleted the Self Diagnosis Method in November 2022.

“ The overall response profile was that of an environmentally pro-active port developing and seeking to maintain an environmental program aimed at managing to high standards of compliance, protection and improvement in terms of its environment.

Dr Chris Wooldridge  
EcoSLC



# IN 2022 OUR PAPER MINIMISATION AND RECYCLING INITIATIVES

SAVED **126** TREES

## WASTE MANAGEMENT

Port of Newcastle actively supports sustainable materials management through a whole-of-lifecycle approach and applies the principle of avoid, reduce, reuse, repair and recycle. Our overarching goal is to minimise waste generation and promote circular economy within our operations.

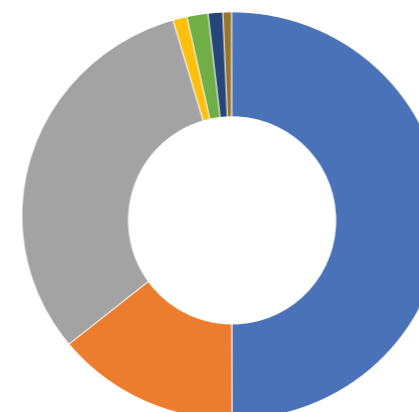
To achieve this, the Port implements a waste management procedure and framework to guide performance and ensure compliance with relevant legislation.

We participated in the NSW Government Bin Trim Program which included an initial waste audit and provided the business with a tailored action plan to find more ways to avoid, reduce, reuse, repair and recycle our waste.

We have now implemented waste separation facilities for seventeen different waste streams.



Waste data is collated to measure the effectiveness of our waste minimisation initiatives, monitor for trends and identify further improvement opportunities.



### PON SOLID WASTE SEPARATION

- Co-Mingled Recyclables
- Organic Waste
- Paper Destruction Recycling
- Bottles & Cans
- PP, Textiles, Signage
- Cartridges
- E-Waste

# 3.2 TONNES SOLID WASTE DIVERTED FROM LANDFILL IN 2022

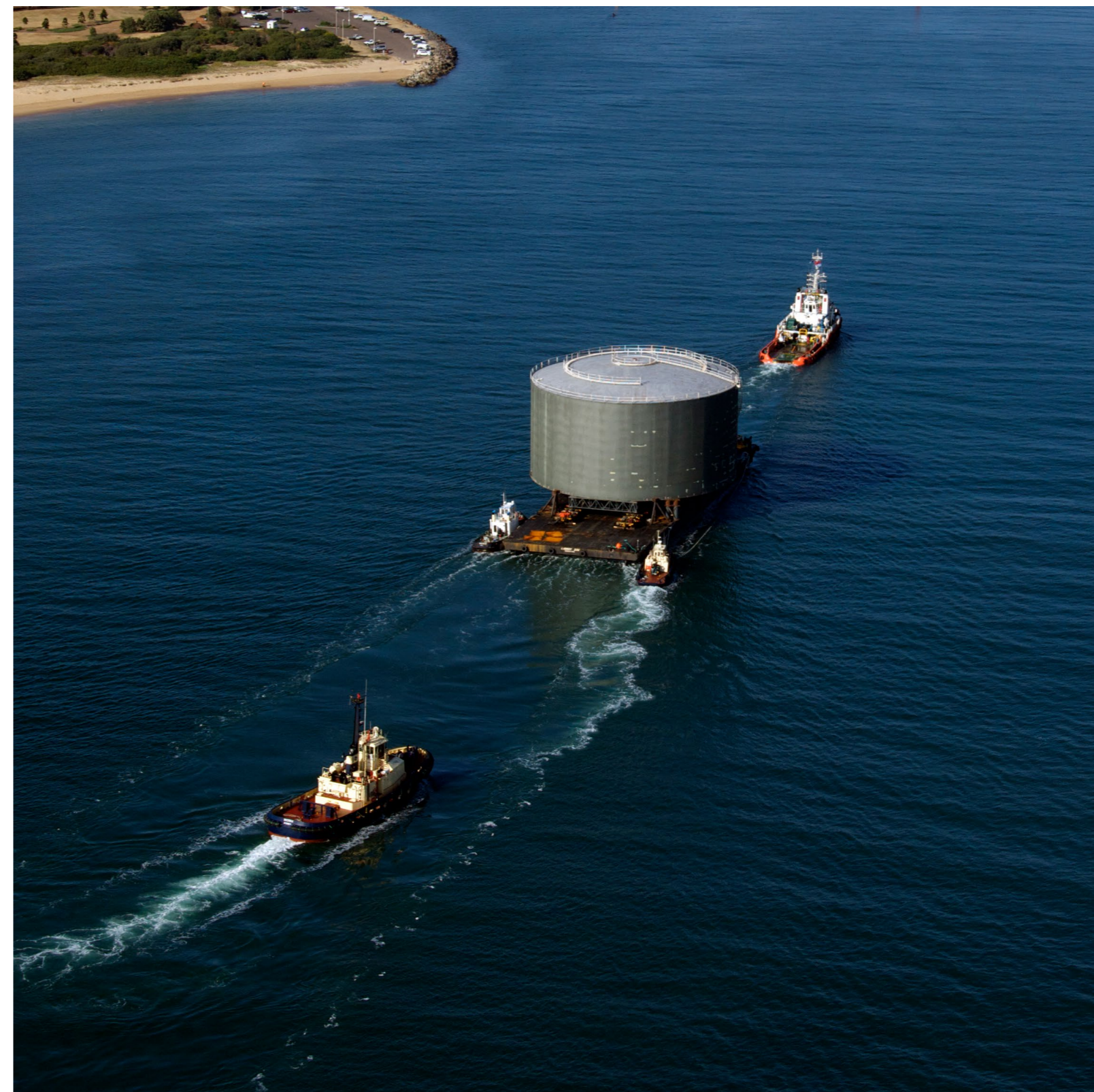
# 109 TONNES LIQUID WASTE WAS SENT FOR TREATMENT & RECYCLING

Waste Type	Disposal method	Quantity (T)		
		2020	2021	2022
Co-Mingled Recyclables	Recycling	0.006	0.136	1.0
Organic Waste	Recycling, composting	0.316	0.198	0.274
Putrescible Waste	Landfill	38.5	34.6	36.1
Paper Destruction	Recycling	0.656	0.568	0.619
Bottles & Cans	Recycling	0	0	0.015
Soft Plastic	Recycling	0.166	0.094	0.069
PPE, Textiles, Signage	Recycling	0.150	0	0.036
Cartridges	Reuse	0.008	0.026	0.023
E-Waste	Reuse, repair or recycling	0	0.275	0
Mobile Phones	Reuse, repair or recycling	0	0	0.002
Batteries	Recycling	0	0	0.012
Tyres (Forklift Tyres)	Special waste	-	0.019	0
Vessel Oily Water (Hazardous Waste)	Recycling	14.6	16.2	10.1
Ammoniated Oily Water	Treatment	15.2	52.3	0.052
Ammoniated Stormwater	Treatment	45.1	14.0	0.014
Other Stormwater	Treatment	19.8	29.4	0.029

Port of Newcastle continues to reduce its paper consumption year on year, using 11,138 less pages compared to 2021 and 38,687 less pages compared to 2020.

## PAPER CONSUMPTION

Year	Paper (no. pages)	Solid waste / year (kg)
2020	148,984	7,449
2021	121,435	6,072
2022	110,297	5,515



Port of Newcastle is required to remove sand and silt material from the channel to ensure the safe passage of vessels. We are committed to working in collaboration with the lead agencies, City of Newcastle and the NSW Government, to assist in the beneficial reuse of any suitable material.

# O SIGNIFICANT SPILLS

## RENEWAL OF 10-YEAR MAINTENANCE DREDGING SEA DUMPING PERMIT

Port of Newcastle is responsible for maintenance of the depth of the harbour channel throughout the Port for the purposes of navigational safety. Port of Newcastle operates the David Allan dredger which allows maintenance dredging of the Port to be undertaken on a continual basis and provide safe, deep-water access to the Port. The material dredged from the harbour is placed at an offshore location in line with a Sea Dumping Permit under the Commonwealth Sea Dumping Act. The David Allan also has capacity to place suitable material off Stockton Beach for the purposes of beach nourishment (subject to the necessary regulatory approvals being secured by the relevant public authority).

In September 2022 following significant stakeholder engagement and consultation, Port of Newcastle was granted renewal of the 10 Year Maintenance Sea Dumping Permit with the Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW). The Sea Dumping Permit, in conjunction with a comprehensive Long-Term Monitoring and Management Plan, is central to Port of Newcastle's maintenance dredging of the harbour for safe shipping and navigation.



# CLIMATE CHANGE

Climate change is a strategically significant issue for the Port of Newcastle. PON seek to mitigate against environmental, legal and reputational risks whilst also increasing Board oversight, enhancing employee engagement and positively influencing customer behaviour. A senior decision maker, Hugh FitzSimons, has been nominated from the Board of Directors to oversee and monitor our ESG Strategy and comment on the implementation of ongoing and new initiatives. A dedicated team responsible for implementing ESG objectives will report on progress to the Board of Directors quarterly.

To understand both the physical and transitional risks and opportunities associated with climate change, the Port completed climate scenario analysis in line with the Taskforce on Climate-Related Financial Disclosures (TCFD) recommendations and the Climate Measurement Standards Initiative (CMSI). This analysis resulted in two distinct scenarios being used to assess PONs risks and opportunities against a 2030 and 2040 time horizon.

### SCENARIO 1

Continuation of announced policies, change driven by market forces only, no regional adjustment policies

### SCENARIO 2

Surge in policy and investment enhances market forces (may include trade barriers for emitters), regional adjustment policies developed and implemented

Type	Risk	Mitigation Measures
Physical Risks	<p><b>Increase or prolonged high temperatures and extreme weather events</b></p> <p>The increase in wet weather events resulted in an influx of fresh water into the harbour which impacted the number of vessel arrivals in 2022. Wet weather events also increased the silt in the harbour resulting in increased dredging requirements.</p> <p>Extreme weather events could also cause lost time on site, damage to assets and increases in insurance premiums.</p> <p>Drought will impact the exporting of commodities such as wheat and grains.</p>	<p>Regular / ongoing consultation with port users, Ports Authority NSW and Harbour Master.</p> <p>Optimised recovery following a disruption event.</p> <p>Increase vegetated areas to aid infiltration of water and upgrade stormwater management systems.</p> <p>Introduce a new dredger with low emissions technology.</p> <p>Investment in upstream bank stabilisation.</p>
	<p>Sea level rise is expected to increase by 27 cm by 2050 resulting in an increase to operational, maintenance and insurance costs.</p>	<p>PON strategic development plan includes high level flood mapping.</p> <p>Construction of rock revetments, break walls and maintenance planning to protect land areas.</p>
Transitional Risks	<p><b>Dependence on Coal trade volumes</b></p> <p>Loss of tenants / tenancy revenue and under-utilisation of land assets caused by reduced coal exports / imports.</p>	<p>PON diversification strategy plans to have 50% revenue from coal by 2030.</p> <p>Other business development opportunities are included in our Strategic Plan to diversify our trade volumes.</p>
	<p><b>Regulatory Requirements</b></p> <p>We have considered the risk of regulatory requirements when undertaking the TCFD including the following:</p> <ul style="list-style-type: none"> <li>Increasing / tightening regulatory landscape</li> <li>Government applies / imposes / attaches tighter conditions or restrictions to grant funding</li> <li>Climate targets get shifted sooner / increasingly higher or difficult KPIs</li> <li>Inability to access finance or increased cost of finance</li> <li>Increased shareholder activism</li> </ul>	<p>PON to maintain engagement with TCFD, Shareholder/Board and executive level, industry bodies, levels of government.</p>

Quantification of the TCFD scenarios has been undertaken using the low and high scenarios to evaluate the potential financial impact to the business. We have considered that with sustained climate change, the volumes through the Port could decrease per year in line with the past three weather affected years. Operational expenses could also increase 5% in each scenario due to sustained higher costs from impact of weather and/or association with coal. Debt margins would be expected to increase due to a transition risk for the company's association with fossil fuels.

## TCFD SCENARIOS

Scenario	Impact
Volumes - 5%	-7.1%
Volumes - 10%	-14.1%
Volumes - 15%	-20.9%
Opex +5%	-2.8%
+200bps Debt Margins	-8.4%
+350bps Debt Margins	-14.7%
+500bps Debt Margins	-20.9%
<b>All (Low)</b>	<b>-18.1%</b>
<b>All (High)</b>	<b>-44.0%</b>

## ENERGY USAGE

### PON'S ENERGY USAGE INCLUDES:

- Electricity predominantly for its head office location, operational lighting around the port, common user berth operational areas and navigational lighting. Port of Newcastle is responsible for three embedded networks, located at the Newcastle Bulk Terminal and Carrington and Mayfield precincts, that accommodates PON operational electricity usage and that for several of its tenants.
- Fuel – predominantly low sulphur diesel and some ULP to support its fleet of vessels, a small number of vehicles, mobile harbour cranes, some small plant equipment including a forklift and small generators and two hoppers used for discharging cargo.
- PON no longer has a use for gas in any of its operations, having transitioned its LPG vehicle to electric.

2018 has been set as the baseline year for the organisation's energy and emissions reporting. The selection of the baseline year was based on the availability of comprehensive data.

### FUEL CONSUMPTION

Source	2018	2019	2020	2021	2022
Diesel	33270	36222	23697	32784	36978
ULP	306.5	191	175	239	296
LPG	53	56	8	0	0

\*PON uses the National Greenhouse Accounts fuel combustion emissions factors, prepared by the Department of Climate Change, Energy, the Environment and Water, to convert kilolitres of fuel used to gigajoules (GJ).

2022 saw the introduction of a new sweeper vessel called the "Lydia" and the commissioning of two new mobile harbour cranes. Both currently operate on diesel which has resulted in a net increase in fuel consumption for the reporting year.

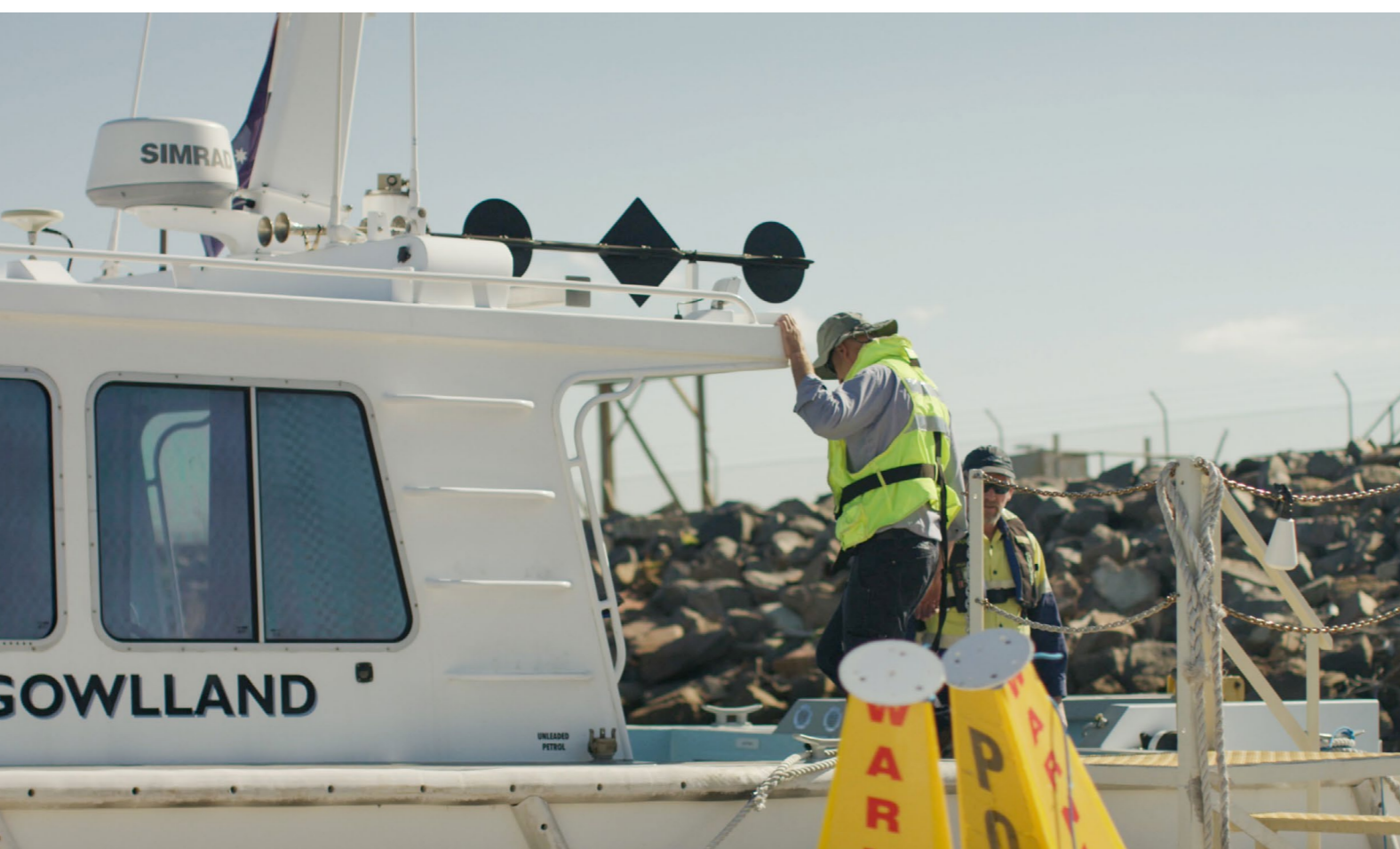
### ELECTRICITY CONSUMPTION

	2018	2019	2020	2021	2022
Non-renewable electricity – grid purchases via Energy Retailers	6145	4878	3414.78	0	0
Renewable energy portion of grid purchases (LGCs) via energy retailers in line with Australia's Renewable Energy Target	0	0	663.71	1298	231

Energy usage per tonne of dredge material has been selected as the organisations energy performance metric since the predominant contributor to PON operational energy usage is maintenance dredging activities.

### ELECTRICITY PERFORMANCE METRIC

	2018	2019	2020	2021	2022
Total Energy Consumption – Fuel and Electricity (GJ)	39775	41347	27958	34321	37,275
Volume dredge material removed (m3)	389750	364541	151903	237865	115,809
GJ/t dredge material removed	0.10	0.12	0.17	0.16	0.32



# CARBON FOOTPRINT

## PON'S CARBON FOOTPRINT INCLUDES:

- **Scope 1** emissions that result from owned and operated vessels, vehicles, plant and equipment.
- **Scope 2** emissions that result from consumption of electricity

Port of Newcastle traditionally reported its emissions in line with NGER and the Greenhouse Gas Protocol using location-based emissions accounting, emissions included in the calculation of Scope 1 include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. Scope 2 and Scope 3 emissions from electricity purchases are accounted for using published state-based electricity grid emissions factors. In conjunction with PONs Net Zero 2040 target commitment, from 2020 PON has also adopted market-based emissions accounting as defined in the GHG Protocol Scope 2 Guidance. Market-based electricity emissions consider purchases of renewable energy directly via Power Purchase Agreements or Green Power, that is supplied via retailers in line with Australia's Renewable Energy Target.

In October 2020, Port of Newcastle subscribed to a five-year renewable energy contract with energy retailer Iberdrola for its three embedded networks. The renewable energy contract has direct linkage with the Badangora wind farm, located in Wellington NSW. As of 2022, the renewable energy contract was extended to secure additional Large-scale Generation Certificates (LGCs) to cover electricity for our head office location, operational lighting around the port, common user berth operational areas and navigational lighting. This was back-dated to January 2021 resulting in 100% renewable electricity usage since 2021. In addition to reducing PONs Scope 2 emissions this project has also supported our tenants operating within those embedded networks in reducing emissions arising from their operations, which reduces our Scope 3 emissions. The renewable PPA resulted in 684 tCO<sub>2</sub>e avoided Scope 2 emissions for PON.

PON has separated its purchases of renewable electricity, which is accounted for as zero emissions and non-renewable electricity that is deemed to be derived from fossil fuels, where emissions are accounted for using state based residual mix factors.

## LOCATION BASED GHG EMISSIONS (tCO<sub>2</sub>e)

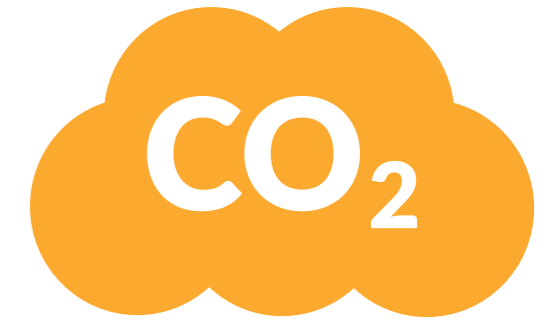
Source	2018	2019	2020	2021	2022
<b>Scope 1 GHG emissions</b>	2381	2575	1589*	2,286	2,286
<b>Scope 2 GHG emissions</b>	1400	1180	915	N/A	N/A
<b>Total CO<sub>2</sub>e</b>	3781	3755	2504	2,286	2,286

\*The reduction in Scope 1 emissions for 2020 is due to a cessation in maintenance dredging for 5-yearly scheduled maintenance of the David Allan dredger.

## MARKET BASED GHG EMISSIONS (tCO<sub>2</sub>e)

Source	2021	2022
<b>Scope 2 market based GHG emissions comprising:</b>	0	0
<i>Electricity – renewable purchases accounted using a source-based emissions factor supported by an energy attribute certificate</i>	0	0
<i>Electricity – grid purchases accounted using grid residual emissions factors</i>	0	0

# 7775 TONNES CO<sub>2</sub> EQUIVALENT REDUCTION IN TENANT EMISSIONS IN 2022

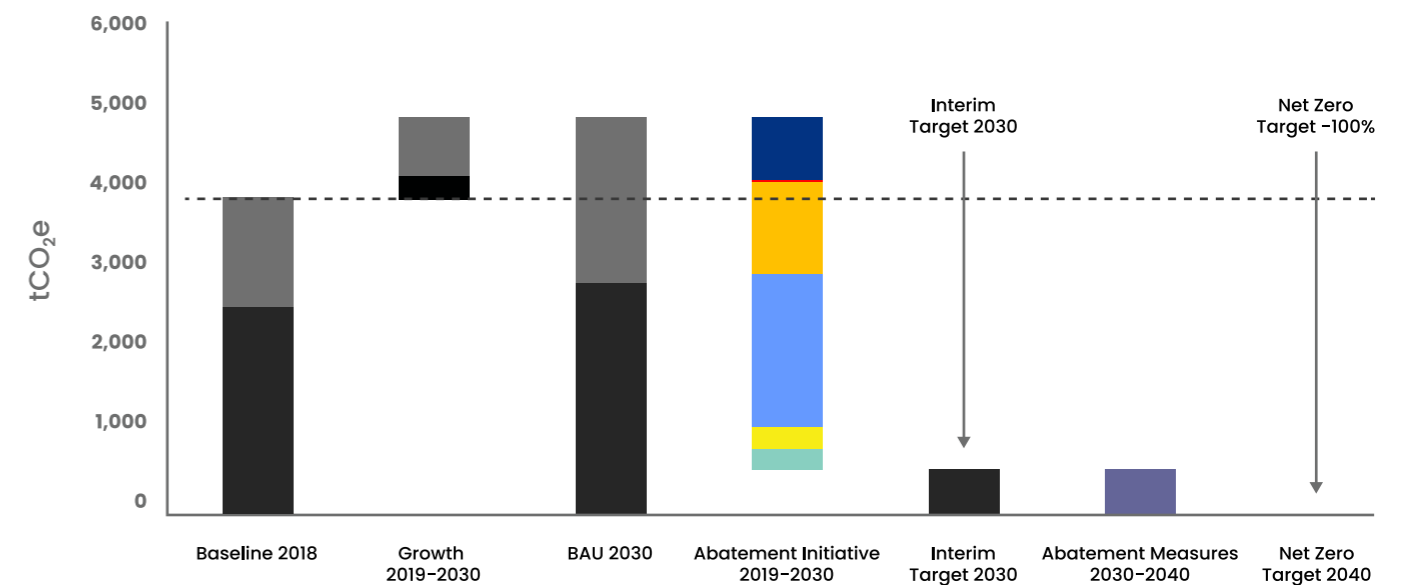


The dredge was fully operational during 2022 and flood events that occurred in 2021 and 2022 due to the triple La Nina have resulted in increased siltation in the harbour requiring additional dredging. As of July 2022, the Lydia sweeper vessel began operations to support the maintenance dredging operations. It is anticipated that the Scope 1 emissions will be reduced with the Lydia now operational. This will be calculated in 2023 once the Lydia has been operational for the calendar year and the supporting data set is larger.

As part of the Port's decarbonisation strategy and to address operational efficiency, safety and environmental management, we have invested \$35 million in a new electric gantry unloader for the Newcastle Bulk Terminal (NBT). Commissioning commenced in Q4 2022 and once fully operational will remove reliance on diesel powered hoppers. There will be a slight increase in energy usage resulting from its electricity consumption, however, due to its electricity being renewably sourced there will be no resultant increase in Scope 2 carbon emissions.

## NET ZERO

Port of Newcastle has committed to achieving Net Zero for Scope 1 and 2 emissions and selected Scope 3 emissions by 2040. Scope 1 and 2 emission abatement measures include the following:



## INITIATIVE NAMES

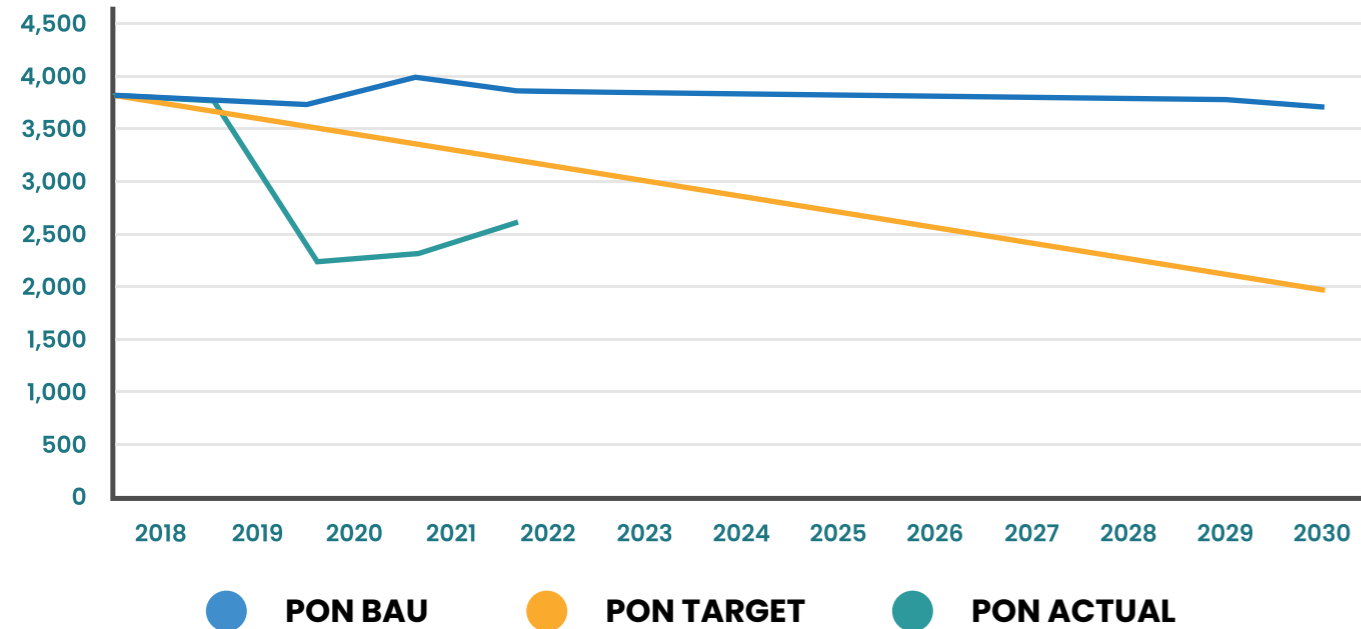
- Scope 1
- Scope 2
- David Allen dredger hybrid power
- EV transition (Stage 1)<sup>3</sup>
- Sweeper vessel procurement<sup>3</sup> & electrification
- Renewable PPA<sup>3</sup>
- Lighting efficiency upgrade<sup>3</sup>
- Mobile harbour crane electrification
- Dredger upgrade/replacement



# SBTi TARGET PERFORMANCE

In 2022, in line with our sustainable development commitments and to keep aligned to the Paris climate agreement, we set a new ambitious target of 1.5 degrees, certified by the SBTi. Scope 1 and 2 emissions remain well below the 1.5-degree SBTi target in 2022.

## PON PERFORMANCE AGAINST SBTi 1.5 DEGREE TARGET (SCOPE 1 & 2)



## GHG EMISSIONS INTENSITY\*

	2018	2019	2020	2021	2022
<b>Total Scope 2 tCO<sub>2</sub>e per employee</b>	15	11.34	5.32	Zero	Zero
<b>100% reduction in total Scope 2 emissions (from 2018 baseline year)</b>					
<b>Head office Scope 2 tCO<sub>2</sub>e / m<sup>2</sup></b>	0.3	0.17	0.04	0	0
<b>NBT Total Tonnes CO<sub>2</sub>e**</b>	457.62	297.4	222.71	96.11	92.69

\*Emissions intensity for Scope 2 has been restated for 2020 from the previous sustainability report due to the use of market-based values now being reported.

\*\*Emissions for the NBT are calculated using Scope 1 and 2 outputs.

Scope 3 emissions measured to date that the organisation can directly influence and reduce have been included in our Net Zero by 2040 target. These include emissions from tenants operating within our embedded networks, emissions generated from organisational waste, employee commute, business travel and emissions generated from fuel and electricity that are not captured by Scope 1 and 2. The environmental impacts from the supply chain are included in our Scope 3 measurement and we will be looking at ways in which we can reduce these with a target to be set in 2023.

During 2022 Port of Newcastle continued its commitment to measure and refine the boundary for its Scope 3 emissions. Climate consultants, Energetics, advised on how to align PON's Scope 3 ambitions with the SBTi requirements.



## EMPLOYEE COMMUTING

Employee commuting emissions form part of our overall Scope 3 emissions. Emissions have been calculated for our baseline year of 2018 and, since then, we have undertaken initiatives to reduce them. These include the flexible work arrangements where staff have the option to work from home to reduce commuting time, and the provision of end of trip facilities to enable staff to ride or walk to work. Port of Newcastle participated in National Ride to Work Day with a free breakfast provided for those who rode into the office.

Port of Newcastle continued its commitment through our partnership with Greenfleet to offset carbon emissions from all our corporate flights as part of efforts to reduce our impact on the environment and create a more sustainable port. The total amount of Scope 3 emissions associated with corporate flights for 2022 was 125.91 tCO<sub>2</sub>e.

# WATER USAGE

As a port a key environmental aspect is water, including both water withdrawal and water discharge.

Port of Newcastle are provided potable and fire water from the Hunter Water network. Water is used for a variety of operational purposes including:

- Construction and maintenance activities including washdown and dust suppression
- Potable water supplies to port amenities
- Potable water supply to vessels, tenants, port users, and berths
- Irrigation of green spaces

All Port activities are managed via task specific risk assessments that take into consideration where there are possible alternative methods to reduce water usage. Alternatives include sweeping, use of high-pressure water blasting equipment, sealing of unsealed areas to manage dust related impacts, and use of timers on irrigation systems.

PON continues to engage with Port stakeholders including tenants and berth users and Hunter Water, to implement a number of initiatives and projects including:

- Roll-out of a network of smart water meters to provide improved and transparent usage data across the port and to enable analysis of usage profiles, network leakage and identification of main breaks. We are committed in 2023 to further improving the usage profile breakdown with a focus on water consumption from commercial vessels visiting the port.
- The implementation of reduction measures to meet water restriction requirements and ongoing reduction measures in consultation with Hunter Water;
- The progression of the Bulk Precinct Services Project to enable a collaborative precinct wide approach to services provision with tenants, neighbouring businesses and the Utility Authorities, incorporating sustainable design principles that ensure flexible, robust and resilient infrastructure is delivered that provides efficient and effective water, wastewater and stormwater management while improving environmental outcomes.

In 2023, PON have committed to:

- The development of a Water Strategy, setting defined goals and targets;
- The development of Water Efficiency Management Plans for each of the Port's private water networks in collaboration with Hunter Water to address water stress on the regions water supply storages during periods of drought.



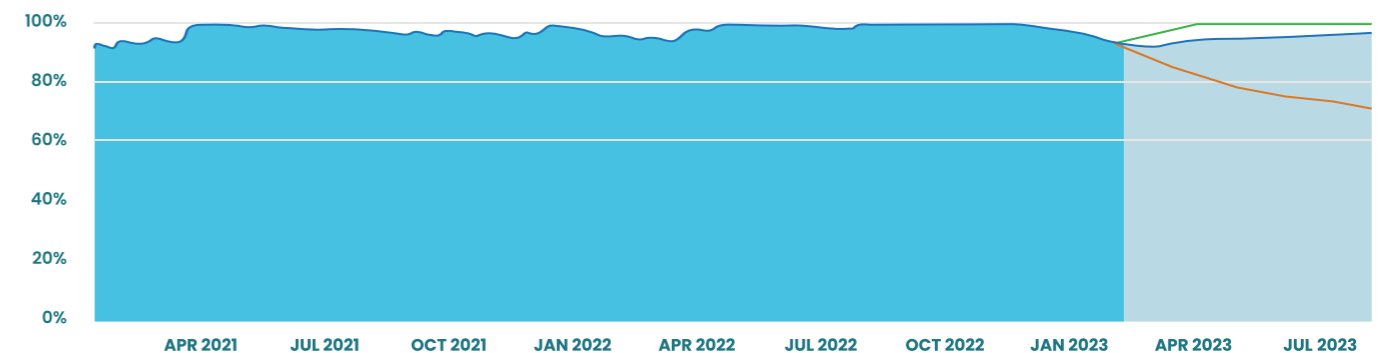
The use of alternative sources of water including recycled and desalinated water will be investigated in 2023 as part of the development of the Water Strategy, Water Efficiency Management Plans, Clean Energy and Services Projects.

The Port is responsible for a series of private network which capture the Port's operational needs and some of our tenants. The total third-party water consumption for 2022 was 71 ML and includes overall usage from the networks.

Source	Fresh Water ML ( $\leq 1000\text{mg/L TDS}$ )	Other Water ML
Surface Water	0	0
Ground Water	0	0
Seawater	0	0
Produced Water	0	0
Third-Party Water	71	0
<b>Total</b>	<b>71</b>	<b>0</b>

During the 2022 reporting period, the Hunter Water storages that supply PON's operations were not in water stress.

## HISTORIC WATER STORAGE LEVELS



Source: [www.waterstorage.hunterwater.com.au](http://www.waterstorage.hunterwater.com.au)

## 2022 WATER CONSUMPTION

	Quantity ML	Measurement Type
PON Operations	53	Metered Data
Tenant Operations	18	Metered Data
<b>Total</b>	<b>71</b>	<b>Metered Data</b>

The Port's water discharges mainly comprise of stormwater and wastewater effluent. Wastewater is currently managed either by onsite septic, pump-out systems or where available via discharge into the Hunter Water wastewater network.

The Port currently measures stormwater quality in accordance with compliance requirements defined within our common user berth Environment Protection Licenses (EPLs). For EPL 1967, monitoring is conducted monthly during discharge with results published on our public website.

Hunter River is considered to be a disturbed environment in accordance with the definitions defined in the ANZG 2018 Water Quality Guidelines. There was one non-compliance with our EPL monitoring requirements during 2022 with no sample collected in January 2022 at EPL 1967 monitoring Point 1 due to automatic sampler equipment malfunction.

## EPL 1967 MONITORING

Point 1: Total; samples required 12, total samples collected and analysed 11 (An equipment malfunction occurred in January 2022)

Point 3: Total; samples required 12, total samples collected and analysed 12

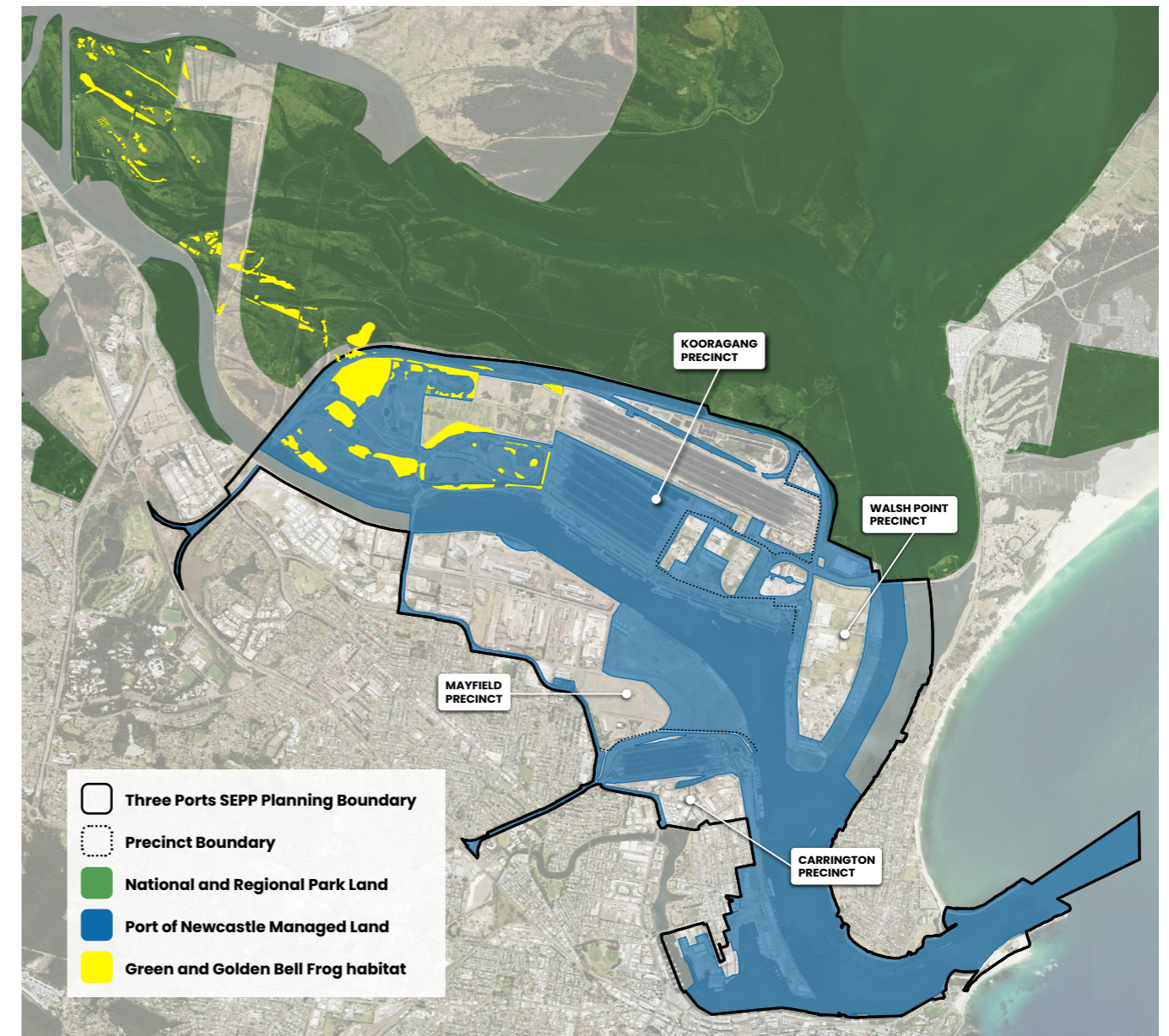
	MIN SAMPLE VALUE		MEAN OF SAMPLE		MAX SAMPLE VALUE	
	POINT 1*	POINT 3*	POINT 1*	POINT 3*	POINT 1*	POINT 3*
<b>Aluminium (Dissolved)</b>	<0.01	<0.10	0.19	0.05	0.54	0.05
<b>Aluminium (Total)</b>	0.15	0.12	3.0	12	14	47
<b>Ammonia</b>	0.25	<0.05	202	51	1,110	602
<b>Arsenic (Dissolved)</b>	<0.001	<0.010	0.005	0.004	0.029	0.005
<b>Arsenic (Total)</b>	<0.010	<0.001	0.009	0.005	0.032	0.014
<b>Cadmium (Dissolved)</b>	<0.0001	<0.0001	0.0001	<0.0010	0.0003	<0.0010
<b>Cadmium (Total)</b>	0.0002	<0.0001	0.0008	0.000	0.0026	0.001
<b>Lead (Dissolved)</b>	<0.001	<0.001	<0.001	<0.010	<0.010	<0.010
<b>Lead (Total)</b>	<0.001	<0.001	0.016	0.016	0.074	0.075
<b>Mercury (Dissolved)</b>	<0.0001	<0.0001	<0.0001	<0.0001	<0.0001	<0.0001
<b>Mercury (Total)</b>	<0.0001	<0.0001	0.0001	0.0001	0.0002	0.0002
<b>Nitrate</b>	<0.05	0.06	0.80	1.93	4.97	12
<b>Nitrite</b>	<0.01	<0.05	0.89	0.04	2.92	0.16
<b>Nitrogen (Total)</b>	0.9	0.80	246	72	1,210	810
<b>pH</b>	7.11	7.01	8.31	7.57	9.37	7.76
<b>Phosphate</b>	0.58	0.55	89	10.2	426	108
<b>Phosphorus (Dissolved Reactive)</b>	0.11	0.12	23	0.50	112	3.77
<b>Phosphorus (Total)</b>	0.19	0.18	29	3.3	139	35
<b>Sulfate</b>	8	35	444	1687	1,740	2420
<b>Sulfide (Total)</b>	<0.1	<0.1	0.6	0.1	2.6	0.1
<b>Sulfide (Dissolved)</b>	<0.1	<0.1	0.3	<0.1	2.5	<0.1
<b>Sulfur</b>	<10	680	302	1,949	1,480	2,570
<b>Total Kjeldahl Nitrogen</b>	0.5	0.20	244	70	1,210	810
<b>Total Suspended Solids</b>	<5	14	147	147	421	763
<b>Zinc (Dissolved)</b>	<0.005	<0.050	0.062	0.04	0.149	0.21
<b>Zinc (Total)</b>	0.115	<0.052	0.46	0.21	1.63	0.86

Over many years, PON has worked with the NSW Environment Protection Authority and made significant investments to improve environmental outcomes through a series of pollution reduction programs, including water quality monitoring, treatment initiatives, infrastructure upgrades, end of pipe treatment investigations and improvements to operational practices.

## BIODIVERSITY

Port of Newcastle is located south of the Hunter Wetlands National Park and Tilligerry State Conservation Area which are RAMSAR and state protected areas respectively. The Hunter River is at the heart of the port and is an artery for one of two major catchments providing water that sustains the region. Salt marshes play a huge role in the aquatic food web, delivering nutrients to coastal waters and supporting terrestrial animals such as shore birds. In NSW, the salt marsh is listed as an endangered ecological community under the Biodiversity Conservation Act, 2016.

PON conducts annual monitoring that provides valuable data on the status and health of coastal salt marsh in the Hunter Region. Port of Newcastle are preparing a Biodiversity Strategy in 2023 to ensure our operations do not impact on the biodiversity in the region.



Under the Port Lease, the organisation is responsible for the management of 777ha of land within the State Environment Planning Policy (Transport and Infrastructure) 2021 planning boundary. 388ha of that land is currently vacant, including an area at the western end of the Clean Energy Precinct that is currently under the management and control of NSW Government as it is being remediated. This land will be handed back to Port of Newcastle during 2022.

Our strategic land use planning highlights the location and extent of areas with environmental value. In developing the port, we consider our own impacts, and the impacts of others with the aim of minimal impact on biodiversity and habitat connectivity. We will support surveillance programs for threatened terrestrial species that are present on port land.

PORT PRECINCT	ECOSYSTEM	PROXIMITY
GENERAL CARGO & MARINE SERVICES PRECINCT	Hunter Wetlands National Park	Located around 3.8 km from the northernmost portion of the precinct area to the wetlands. The southernmost portion of the precinct area is located 4.8 km from the wetlands
	Tilligerry State Conservation Area	Located around 11.5km from the precinct northernmost borders to TSCA. The southernmost portion of the precinct area is located 13.1km from the wetlands.
ENERGY PRECINCT	Hunter Wetlands National Park	Located within 50 m as Kooragang Precinct borders the wetlands. Regarding the tenants, Port Waratah Coal Services borders the wetlands and Newcastle Coal Infrastructure Group is located in land from the wetlands around 750 m away
	Tilligerry State Conservation Area	Located around 7.5 km from the precinct borders and around 8.5 km from Newcastle Coal Infrastructure Group
	Green and Golden Bell Frog Population	Located within the western end of the precinct. A large proportion of the western end of the precinct is under direct control and management of the state government as part of remediation of the former Kooragang Waste Emplacement Facility and Kooragang Island Emplacement Cell. It is anticipated that this land will be handed over to Port of Newcastle for control during 2023.
MULTIPURPOSE DEEPWATER TERMINAL	Hunter Wetlands National Park	Located around 1.8 km from the northern most boundary of the Mayfield Precinct to the wetlands. Port Waratah Coal Services which is located on the south eastern portion of the precinct is around 3.5km from the wetlands. All other tenants are located around 2km away from the wetlands.
	Tilligerry State Conservation Area	Located around 9.4 km from the northernmost boundary of the Mayfield Precinct to TSCA. Port Waratah Coal Services which is located on the south eastern portion of the precinct is around 10.8 km from the wetlands. All other tenants are located around 2km away from the wetlands
BULK PRECINCT	Hunter Wetlands National Park	Located within 50 m as Walsh Point borders the wetlands. Ameropa Australia Pty Ltd is located within 50m of the wetlands. All other tenants are located at a minimum 400m away. Furthest tenants are located 2km away
	Tilligerry State Conservation Area	Located around 8.8 km from the northernmost precinct borders to Tilligerry State Conservation Area. The southernmost portion of the precinct is located around 10.8 km away from the TSCA.

Port of Newcastle continues the alliance indefinitely with the University of Newcastle for its expertise and proactive input into management and protection of the threatened Green and Golden Bell Frog, *Litoria aurea*, population on PON land.

Monitoring and data gathering is performed through a collaborative industry partnership providing funding for an annual island-wide survey program managed and performed by the University of Newcastle, and financially supported by the industry partnership. Partners include PON, Port tenants Port Waratah Coal Services (PWCS) and Newcastle Coal Infrastructure Group (NCIG), NSW Department of Primary Industries, and Hunter and Central Coast development Corporation (HCCDC).

The ongoing studies cover Port lands tenanted by PWCS and NCIG, PWCS privately owned land, and the Kooragang Island Waste Emplacement Facility (KIWEF) lands currently managed by HCCDC.

The combined involvement of industry and government, along with the identified surveyed areas of high biodiversity value, show a strong commitment to retaining high biodiversity value.

The survey program provides valuable insight into the status of the local population and enables a comprehensive understanding for ongoing management. Initiatives include the installation of a cluster of refuge ponds on Kooragang Island, which provide additional habitat and serve as a permanent wetland and refuge in dry conditions.

Population growths for GGBF are strongly dependent on climate conditions, especially rainfall. From 2019 to 2020, the large drought-breaking large events precipitated a significant breeding and dispersal event, and a subsequent increase in GGBF population. The overall trend over the previous five years to 2021 is an increase in abundance of GGBF on the island in the industrial zone. To 2022 the population has decreased to historically consistent levels for 2016-2019.

## BIOSECURITY

In accordance with the Biosecurity Act 2015, PON shares responsibility for facilitating international trade, which brings with it a biosecurity risk. Biosecurity incident response and prevention processes are in place to help prevent the introduction of, and reduce the impact from, invasive alien species on land and water ecosystems.

These have been developed in consultation with the Australian Department of Agriculture, Water and the Environment (DAWE) biosecurity division. PON regularly engages with the local DAWE biosecurity team to manage biosecurity risks around the port. This engagement includes mosquito vector surveys.

In addition to addressing marine invasive fauna species at Port of Newcastle, we also work closely with agencies including City of Newcastle and the National Parks and Wildlife Service to monitor and manage noxious weeds on our land.

To further enhance its commitment to protecting and enhancing biodiversity around the Port, Port of Newcastle commenced planning for a strategic initiative for a port-wide Flora and Fauna Management Plan. It is intended the Flora and Fauna Management Plan will cover native as well as identified invasive species.



## MARINE PESTS

Marine pests are non-native marine plants or animals that pose significant threat to the social, cultural and economic benefits of our marine estate and act as a key stressor on our marine environment.

Marine pests are an important consideration for the Port of Newcastle as vessel movement is a key vector for the introduction and transportation of species through pathways such as biofouling and ballast water discharges.

During 2022, PON collaborated with the Department of Primary Industries (DPI) in the application of the NSW Marine Pest Surveillance Plan 2022-2026. The surveillance program involved monitoring for target marine pest species at a number of ports in NSW, including Newcastle Harbour. The surveillance program is designed to enable early detection and rapid response, with a view of achieving the outcome of minimising establishment and spread. This program will also guide our marine pest priorities, including biofouling control and establishing active and passive surveillance at high risk sites.

PON continue to support DPI in the surveillance program, which will continue through 2023.

**OUR  
PROSPERITY**



# OUR PROSPERITY

Since the first shipment left in 1799, the Port and the City of Newcastle have grown together. The future prosperity of the Port is important not only for our business, but also the people of Newcastle and the Hunter Region.

Port of Newcastle provides an efficient supply chain option for importers and exporters in northern, western, north-western, and far-western NSW.

In 2022 we facilitated 145.2 million tonnes of trade through our Port, and a total of 2072 vessel visits. Our total revenue for the calendar-year period was \$165.18 million. The trade volume was lower in 2022 due to the flood events that occurred following the triple La-Nina. This impacted the number of days in which the vessels were not permitted into the port.

## PORT TRADE VOLUME

Year	VESSEL VISITS	TONNES OF TRADE
2018	2299	165,000,000
2019	2296	171,000,000
2020	2207	164,500,000
2021	2266	166,100,000
2022	2072	145,200,000

As the world's largest coal export port, we recognise the need to diversify its trade base and supports a range of alternative options to maintain its vision of becoming Australia's leading energy port. We have committed to increasing our revenues from non-coal trade, sitting at 28% in 2021 to 50% by 2030. We will achieve this through the implementation of our ambitious diversification strategy.

The strategy looks to maintain the Port's position as a global energy export port with a focus on clean energy. The Clean Energy Precinct is an integral part of this vision and will result in over 5,800 jobs in the region and \$4.2 billion increase to gross regional product of the Hunter region.



# DIVERSIFICATION PROJECTS STATUS UPDATE



## MOBILE HARBOUR CRANES

Port of Newcastle's two Liebherr LHM 550 mobile harbour cranes (MHCs) arrived in August 2022 and are now operational. The MHCs will be located at the port's Mayfield 4 berth and form an integral part of the new multi-Purpose Terminal. The MHCs can handle general, project and containerised trade.

With capacity for each MHC to handle 104 t under hook, 2 x twenty-foot equivalent unit (TEU) or 1 x forty-foot equivalent unit (FEU) it is anticipated that the MHCs provide a more reliable and efficient alternative to ships gear with ability to complete 20 – 25 container lifts per hour during consistent loading. The two MHCs can be operated by a single operator for tandem heavy lifts, improving safety of operation and reducing chances of miscommunication between operators.

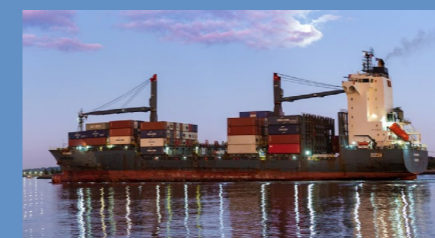
The LHM 550 is a hybrid model, allowing PON the future ability to electrify the operation of MHCs and reduce diesel consumption and Scope 1 CO2e emissions.

## MULTIPURPOSE TERMINAL WORKS

Construction of the Newcastle Deepwater Container terminal (NDCT) commenced in Q2 2022 and are to be completed in Q1 2023. Works include new and improved trucking access roads, 12,000 sqm of additional back-of-berth hardstand area and improved underground drainage works.



The Multipurpose Terminal will support increased trade options through PON which can include containers, project cargo such as wind turbines and transformers and general cargo such as steel billet and coil. Improved container capability means that Northern NSW customers can import and export containers via PON resulting in reduced landside logistics costs and emissions when compared to utilising other ports. The CO2 emissions reductions in utilising the Port of Newcastle dedicated freight network and longer trains to increase supply chain efficiency will be considerable as rail is three times less carbon intensive and three times more fuel efficient than road.



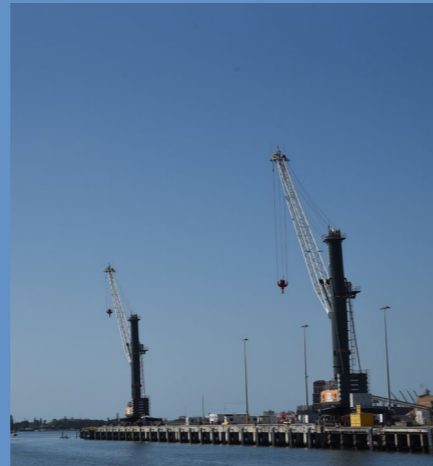
## CONTAINER VESSEL TRIAL MAYFIELD 4

ANL completed a one-off container vessel trial in November 2022. The ANL Dhambi picked up opportune cargo on route to Singapore for dry-docking.. Main containerised commodities included timber, meat, grain, aluminium and scrap metal. The vessel call made use of the MHCs with Newcastle Stevedores operating.

## WATERSIDE TERMINAL WORKS

In 2022 the Port commenced investigation into works required to increase the size of vessels capable of being handled at the Mayfield 4 berth to 300 m LOA expanding the container market that can be serviced at Newcastle. Larger vessels also mean increased container exchange per visit, ability to improve berth utilisation and a reduction in shipping emissions.

We have direct access to the national Australian Rail Track Corporation (ARTC) network and the Sydney metropolitan rail network, which offer improved alternatives to road freight. Rail freight infrastructure to the Port allows Australian grain and cotton producers to make significant transport cost savings by railing their goods to the port. This increases the global competitiveness of Australian farmers.



## CLEAN ENERGY PRECINCT

Port of Newcastle have begun enabling works for the Clean Energy Precinct. Port of Newcastle is well placed to deliver the Clean Energy Precinct with over 200 hectares of available land, proximity to deepwater ports and berths, existing electrical infrastructure, access to renewable energy and sustainable water, a 30,000 strong skilled industrial workforce and energy export reputation established over decades.



**CLEAN ENERGY PRECINCT**

- Enabling works ready to commence
- Commonwealth and NSW Hub
- 200 hectares of available land
- Proximity to deepwater port and berths
  - Channel capacity for additional 2,500 vessels per year
- Existing electrical infrastructure
  - 330kV transmission line adjacent to the site
- Access to renewable energy and sustainable water
  - Proximate to NSW Renewable Energy Zones
  - Adjacent to offshore wind
  - Opportunity for sustainable water solution
- 30,000 strong skilled industrial workforce
- NSW's largest energy users within 10km
- Energy export reputation established over decades

## CLEAN ENERGY VALUE CHAIN IN THE HUNTER REGION

<p><b>ENERGY SOLUTION</b></p> <ul style="list-style-type: none"> <li>• Grid optimisation and efficiency</li> <li>• Renewable energy zones</li> <li>• Offshore wind</li> <li>• Certification and exchange</li> </ul>	<p><b>HYDROGEN (H<sub>2</sub>)</b></p> <ul style="list-style-type: none"> <li>• 1.6 GW electrolyser</li> <li>• Mobility</li> <li>• Gas blending</li> <li>• Power generation</li> <li>• Industrial heat and chemicals</li> </ul>	<p><b>AMMONIA (NH<sub>3</sub>)</b></p> <ul style="list-style-type: none"> <li>• Ammonia production                     <ul style="list-style-type: none"> <li>• Fertiliser</li> <li>• Co-firing</li> </ul> </li> </ul>	<p><b>FUTURE ENERGY</b></p> <ul style="list-style-type: none"> <li>• Ammonia production                     <ul style="list-style-type: none"> <li>• Fertiliser</li> <li>• Co-firing</li> </ul> </li> </ul>
		<p><b>EXPORT &amp; BUNKERING</b></p> <ul style="list-style-type: none"> <li>• Export energy commodities</li> <li>• Bunkering</li> </ul>	<p><b>GREEN MANUFACTURING</b></p> <ul style="list-style-type: none"> <li>• Sovereign capability</li> <li>• Value creation and capture</li> </ul>

## BENEFITS OF THE PORT OF NEWCASTLE TO THE LOWER HUNTER

<p><b>5,700 jobs</b></p>	<p><b>\$475 million contribution to household income</b></p>	<p><b>\$1 billion contribution to the economy</b></p>
--------------------------	--	---



# SUSTAINABILITY FINANCING

## 2022 Highlights:

- Port of Newcastle updated its 2021 Sustainability Financing Framework in alignment with the updated 2022 Green Loan Principles and the Green Bond principles.
- Refinance sustainability-linked loan (SLL), led by NAB and finalised in November 2022, includes a A\$350 million in sustainability-linked loans that incentivises Port of Newcastle by offering a lower margin on debt if it hits targets across a range of social and environmental metrics.
- This is the first sustainability-linked financing by an Australian seaport to include a Scope 3 CO2 emissions target, aligned with the SBTi framework.

## The other four metrics focus on:

- Scope 1&2 emissions reduction (SBTi certified)
- 100% Renewable Energy to be used throughout the Port
- Revenue from Coal – Reduction year on year
- Female representation across the port

## \$16.14 MILLION GREEN CAPEX PROJECTS IN 2022

		SDG ALIGNMENT	PROJECT	CAPEX SPENT IN 2022	TOTAL SPEND
GLP/GBP ELIGIBLE CATEGORY	PORT DIVERSIFICATION		<b>Mobile Harbour Cranes x 2</b>	<b>\$13.87 million</b>	<b>\$19.5 million</b>
	DECARBONISATION		<b>Sweep Vessel Lydia</b>	<b>\$1.278 million</b>	<b>\$2.2 million</b>
	ENERGY EFFICIENCY		<b>Port Wide LED Lighting Upgrade</b>	<b>\$992,000</b>	<b>Ongoing</b>

Report Input	Result
Total revenue calendar year	165,181,000
Net sales	165,181,000
Total capitalisation broken down into terms of debt and equity	Total Debt: \$1,225,874,000 Total Equity: \$966,551,000
Direct economic value generated: revenues	165,181,000
Economic value distributed: Operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments	138,074,000
Economic value retained: 'Direct economic value generated' less 'economic value distributed'	27,107,000
Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance	N/A
% Revenue diversified trade	18%

“ We continue to invest to diversify the business, improve our existing operations and further expand our portfolio of 26 trades that currently come through the Port. The new mobile harbour cranes at Mayfield provide increased efficiency and capacity for handling containers and other large goods. We completed another refinance during the year, with additional sustainability linked terms – this has pushed back our maturing debt and provides a strong foundation for the ingoing growth and diversification of the business.

**Nick Livesey**  
Chief Financial Officer



## BULK PRECINCT SERVICES PROJECT

The Bulk Precinct is located at Walsh Point and has been identified as a key driver of strategic growth for PON, tenants and neighbouring businesses. The lack of services connections to vacant land, capacity constraints of existing services, and the lengthy timeframes associated with approval and construction of services infrastructure, significantly impacts the ability of the Port to market and develop the Bulk Precinct.

As a result, in 2021 the Port commenced the Bulk Precinct Services Project with the primary objectives to develop and implement a servicing strategy that:

- Provides an integrated services corridor to enable connection to the electrical, communications, water and wastewater services;
- Has the capability and flexibility to service future demands without any capacity constraints and service quality compromise;
- In consultation with relevant Utility Authorities, upgrades the existing utility services and has provision for new assets as required; and
- Allows staging of services provision to support development timeframes

In 2022, the study area was expanded to also cover the Kooragang Precinct due to the acceleration of clean energy projects at the Port of Newcastle to understand the demands and capacity constraints of existing infrastructure and identify the need for investment in significant upgrades and new infrastructure including wastewater networks.

Detailed survey was completed in 2022 to baseline the current state, with future requirements overlaid in both 2D and 3D models including services, pipelines, overhead services and proposed conveyor routes.

The model provides a decision-making tool which:

- Assesses risks including physical space constraints, exclusion zones and easement requirements to avoid clashing services; and
- Enables a collaborative planning approach with the utility authorities and project proponents to provide maximum flexibility and future proofing of the available constrained corridors, preventing the inadvertent sterilisation of land and future developments on Kooragang Island

Engagement with the utility authorities is ongoing. The feasibility stage of the project is scheduled for completion in Q2 2023.

This project will contribute towards the Port's ESG commitments and is one of our nominated eligible green projects under the Port of Newcastle Green Financing Framework.

A second party opinion provided by DNV Business Assurance as a third-party assurance provider to confirm that the project is compliant with current market standards, including the Green Loan Principles.





# OUR PARTNERSHIPS

# OUR PARTNERSHIPS

Port of Newcastle operates in the heart of the city, and we are understanding of the importance of engagement with the community. The prosperity of the Hunter Region and the Port of Newcastle are inextricably linked.

Partnerships are at the core of our mission to drive the principles of ESG through our operations, our internal culture, and the way we engage with our customers and communities. These partnerships unite our Board, management, employees, customers, and community around shared values that create positive change.

Port of Newcastle is committed to maintaining strong relations with local education and training providers. We are proud to support the development of our next generation of professionals and build the capacity of our local region to support employment opportunity, career pathways and jobs of the future.

We will continue to provide a platform for engagement with our community, through inviting key representatives across a variety of suburbs and stakeholder groups to participate in our Community Liaison Group.

Port of Newcastle collaborates with a range of local, state, national and international organisations on workforce matters. The Port established a partnership with Curtin University to support its Workforce Engagement Strategy 2022-2025. Port of Newcastle has a range of collaborations with the University of Newcastle, including:

1. CareerTrackers: An Indigenous internship program
2. Indigenous STEM Scholarship program

## LIFELINE PARTNERSHIP

In September 2022, Port of Newcastle supported two Lifeline initiatives. The first was running an internal information session about mental health, presented by Pat Calabria from Lifeline. This session was run virtually to reach as many staff as possible. This session encouraged participants to be open about their mental health and seek professional support when they need it. Mental health support resources were also shared.

The second initiative was participation in Lifeline's World Suicide Prevention Day walk. This event aimed to raise awareness and support for suicide and suicide prevention. The Port sponsored a cohort of staff participating in the early morning walk, some also bringing their families along. The cohort included Executive, Senior Management, and General Staff.

Both Lifeline events were heavily promoted internally, with communications going out via email and at our weekly Staff Update meetings with regularity.



Port of Newcastle partner with Work180 and were endorsed in 2022. Port of Newcastle worked closely with Reconciliation Australia (RA) to ensure our RAP met RA's national standards and was factually correct, culminating in the endorsement of the Port's Reconciliation Action Plan in 2022.

In addition, Port of Newcastle continues to partner with local recruitment and training organisations who are committed to the development of skills and employment throughout the region.

## NEWCASTLE JETS

Newcastle Jets Football Club welcomed Port of Newcastle as their major partner again for the 2022/23 season, supporting both the men and women's A-league teams.

Port of Newcastle Senior Manager of Corporate Affairs, Lucas Coleman, said the Port of Newcastle and Newcastle Jets values are closely aligned, with both organisations having strong links to our community, both historically and through to present time.

"Before the Newcastle Jets there was KB United, back then the team and club looked a lot different, much like the Port of Newcastle, when Newcastle was known as the "Steel City".

It has been 43 years since KB United first started representing the city in professional football and 24 years since BHP closed at the port.

Since that time, the Jets were born and changed our approach to football, diversifying the game at junior levels, to having both professional men's and women's teams. Port of Newcastle is not dissimilar, we are on our own journey of diversification to ensure our regions critical asset continues to drive employment and economic prosperity, which is why we support the Jets, two organisations continually evolving, to be there for our community for many years to come".



# YOUR PORT, OUR COMMUNITY SPONSORSHIP PROGRAM

We acknowledge there are a range of expectations and views within the community regarding the Port and its activities. Key to our commitment is engagement and active communication. Port of Newcastle partners with the community and industry to assist local groups that invest in our region's future and make a measurable difference to the lives of its people.

The Port's sponsorship program is a key component of our commitment to enhancing social, economic, and environmental outcomes for the Hunter Region and NSW.

Funding offered through the Your Port, Our Community Sponsorship Program is in addition to the \$1 million the Port provides annually through the Newcastle Port Community Contribution Fund, which the NSW Government administers.

In 2022, our sponsorship program helped deliver projects that give rise to thriving, prosperous communities for generations to come.



**OUR PEOPLE  
TARGET**



**OUR COMMUNITY  
TARGET**



**OUR PLANET  
TARGET**



**OUR INDUSTRY  
TARGET**

**SPONSORSHIP  
TOTAL = \$115,000**  **2022**

## 2022 SPONSORSHIP PROGRAM ALLOCATIONS

**60%**

**OUR COMMUNITY**

**27%**

**OUR PLANET**

**7%**

**OUR INDUSTRY**

**6%**

**OUR PEOPLE**

Port of Newcastle was pleased to announce the outcome of its 2022 sponsorship program, with funding and in-kind support provided to 15 local organisations.

The 15 organisations supported through the Community and Planet themes of the sponsorship program are:



### MISSION TO SEAFARERS

To support their 2023 Maritime Art Exhibition: *Newcastle, sailing through past, present and future.*



### HUNTERWISE

To support a networking event for STEM women in the Hunter.



### STAR STRUCK

To facilitate a visit by Aboriginal and Torres Strait Islander students and teachers to NAISDA, engage in workshops and learn firsthand about cultural dance.



### BLUE GUM HILLS MEN'S SHED

To assist in purchasing a Powered Lift Truck to safely lift and load small goods or bulky equipment.



### MACQUARIE SWIM CLUB

To assist with the purchase of uniforms and travel expenses for their national swim team representing the club in able bodied and disability competition.



### LIFELINE HUNTER

To deliver 66 free counselling sessions to the local community.



### HUNTER VOLUNTEER CENTRE

To support the volunteers expo in 2023.



### FRIENDS WITH DIGNITY

To furnish two sanctuary shelter homes for use by victims of domestic violence and their families.



### WE CARE CONNECT

To purchase essential items such as clothing, cots and car seats through its Hunter Aboriginal Material Aid program.



### HUNTER WETLANDS CENTRE

For the purchase and installation of 12 interpretive signs within its Bush Tucker Garden.



### STOCKTON COMMUNITY GROUP

To support a program that teaches students at Alesco Senior College how to grow and harvest their own vegetables.



### SURVIVORS R US

To fund the course survey for the annual regatta.



### DRESSED 4 SUCCESS

To provide 12 'Back on Your Feet' workshops, which provide free professional clothing, coaching and career development tools for vulnerable women.



### GOT YOUR BACK SISTA

To assist in the purchase of furniture and household items for women fleeing domestic violence.



### HUNTER REGION VELODROME

For the construction of a shelter and general maintenance of the grounds at Adamstown.



The Lifeline Hunter program received funding to deliver an additional 66 no cost and no GP referral counselling sessions. The service is run in adjunct to Lifeline's phone counselling, providing barrier-free access to timely and effective in-person support for members of the community experiencing distress or crisis.

“ This funding assists in Lifeline Hunter's counselling service being able to provide barrier free access to timely and effective counselling services for members of the local community. Whatever personal issue or struggle you are facing, Lifeline is there to listen and to offer hope.

**Patrick Calabria**  
*Corporate and Community Partnerships Manager*

For questions regarding the report or its content please get in touch with Matthew Stephenson, Senior Manager Investor Relations and ESG at [sustainability@portofnewcastle.com.au](mailto:sustainability@portofnewcastle.com.au)





**Headquarters:** Level 4 251 Wharf Road Newcastle NSW 2300